



Sustainability
Report **2025**

LEADING THE SUSTAINABLE TRANSFORMATION





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CEO Letter

Innovating to dress the world with quality and sustainability



It is with great satisfaction that we present our **2025 Sustainability Report**, a document that reflects how we continue integrating sustainability into the way we operate, innovate, and create value. At **Textil del Valle**, with **39 years of experience**, we remain firmly committed to inspiring transformation and helping clothe the world through quality, sustainability, and innovation. This purpose has enabled us to consolidate a solid value proposition, with a presence in international markets and an integrated operation that combines manufacturing excellence, traceability, and a long-term vision.

During 2025, this approach translated into tangible results. We generated **USD 88.6 million in economic value**, strengthening the financial sustainability of our business. At the same time, we continued positioning ourselves as a benchmark within the industry, earning recognitions such as the **Sustainable Management Company distinction (EGS)**, the **Empresas que Transforman 2025** award, the **Cátedra Konrad Adenauer 2025** in the environmental protection category, and **second place in the Merco ESG** ranking within the textile sector, becoming the only textile manufacturing company included in this category.

SUSTAINABILITY WITH PURPOSE AND MANAGEMENT

Our journey is not built on promises, but on a concrete way of doing business. In 2025, we continued strengthening the implementation of our **Sustainability Policy**, structured around six pillars: transparency, continuous improvement, participation, environmental management, engagement, and compliance. This vision is supported by an active governance structure that includes:



Sustainability Committee that meets four times a year.



Sustainability and Strategic Projects Management Office.



Nine internal committees that reinforce more informed decision-making aligned with our strategic objectives.

Our experience as a **B Corporation** continues to shape the way we manage our business. In 2025, we remained part of this community and advanced in the planning process for our 2027 recertification, reaffirming our long-term commitment to continuous improvement and positive impact. As I have previously stated:



“Becoming a B Corporation gave us a clear framework to measure our impact and guide our decisions. It is not just a certification, but a way of doing business that drives innovation, strengthens our organizational culture, and connects us with partners who share the same commitment.”

This approach was also reflected in our participation in the Regional B Corp Gathering in Belém and in the first B Visit held at our Chíncha facility, where we opened our doors to demonstrate — from knitting to the final product — that it is indeed possible to do business with purpose, awareness, and commitment.

PEOPLE DRIVING OUR TRANSFORMATION

None of this would be possible without our team. In 2025, our workforce was made up of 3,000 employees, of whom 57% were women and 43% men. During the same year, we recorded 2,025 new hires and achieved a hiring rate of 67.5%. We also continued promoting inclusive employability through partnerships such as Jóvenes Productivos and by strengthening our Training Center (CENFOR), which trained and placed more than 250 people with no prior experience as sewing machine operators and expanded its scope from one to six operational areas.

As part of our commitment to strengthening a culture of sustainability across the organization, in 2025 we launched the “Sustainability for All” program, an initiative designed to share and bring TDV’s key ESG actions, achievements, and challenges closer to our employees.

Through this program, we trained 668 operational employees, delivering a total of 334 training hours to strengthen our teams’ knowledge of and engagement in sustainability-related topics. In addition, we conducted four keynote sessions for managers and supervisors, covering strategic topics such as B Corp, the Ica y Chincha Recicla program, our social contribution, progress on our Sustainability Report, and our decarbonization goals. These sessions provided training to 76 leaders, totaling 152 training hours and reinforcing their role as change agents within the organization.

We also invested in the development of internal talent. Throughout the year, we trained 2,778 employees, dedicated 8,947 hours to training, and achieved a training coverage rate of 92.4%. We introduced programs such as Tejiendo Talento, technical scholarships with SENATI, executive training for management positions, and training in emerging technologies, including artificial intelligence. In terms of well-being and workplace culture, we consolidated initiatives such as A Climate that Inspires, implemented a pulse survey monitoring system, and achieved positive results: 75% in workplace climate and 74% in employee engagement. These efforts were complemented by programs such as Here to Be, with an average of 900 participants per month, and TDV Without Anemia, where 80% of participants completed the program anemia-free.

EFFICIENCY, CLIMATE, AND CIRCULARITY

We continue advancing toward a more efficient and resilient operation. In terms of energy, we maintain the integration of renewable sources into our energy matrix, with 1,320 solar panels installed across 5,000 m², strengthening our self-generation capacity and reducing dependence on conventional energy sources. In 2025, we continued prioritizing cleaner energy sources, such as natural gas, as part of our energy transition. At the same time, we treated 100% of our industrial wastewater and achieved a 33% water recovery rate through our ultrafiltration and reverse osmosis processes, reinforcing a more efficient water management approach.

Circular economy practices also continue gaining momentum across our operations. We operate a textile recycling plant for cotton and blended

fabrics, use recycled polyester in line with our clients’ requirements, and ensure the recycling of 100% of our cutting waste, transforming it into new garments and blankets for donation. In addition, we continue promoting a new way of understanding the textile industry: more regenerative, more innovative, and more connected to resource efficiency throughout the value chain.

IMPACT BEYOND OUR OPERATIONS

Our commitment also extends to our communities. In 2025, we continued promoting programs that strengthen local development and community well-being. Through Ica y Chincha Recicla, we collected nearly 2,000 tons of waste, registered 31,237 households, and raised awareness among more than 170,000 people. In 2025, through Abrígate Perú, we donated more than 22,000 recycled blankets, benefiting over 100,000 people since the program began. In addition, through Algodón de Vida, we continued building a more inclusive and regenerative supply chain: the project benefits more than 5,000 families, involves over 2,000 farmers, and in 2025 we purchased 760 tons of natural cotton from our partner Filasur.

All of this is connected to a broader vision: our active contribution to the 2030 Agenda. In 2025, we contributed to 11 of the 17 Sustainable Development Goals, reaffirmed our commitment to the United Nations Global Compact, and continued strengthening our double materiality approach, enhancing our ability to anticipate risks, identify opportunities, and make more informed decisions.



Juan José Córdova Benavides

CEO of Textil del Valle S.A. BIC

➔ Looking Ahead

We remain convinced that the future of the textile industry depends not only on producing better, but on doing so with purpose. Therefore, in the years ahead, we will continue promoting initiatives to expand water reuse, strengthen our climate strategy, advance circular economy practices, consolidate talent development, and generate shared value within our communities. Our ambition remains unchanged: to become an increasingly innovative, ethical, efficient, and sustainable textile company.

“**To everyone who makes this journey possible — employees, customers, suppliers, partners, and communities — thank you for continuing to build with us a different way of doing business. A way in which every decision matters, every improvement adds value, and every garment can become a tangible expression of sustainability.**”

(GRI 2-22)

2025 ESG Highlights

OUR ECONOMIC AND GOVERNANCE PERFORMANCE



USD 88.6 million

in economic value generated, reflecting the strength and resilience of our operations



67.5 %

new hiring rate, promoting formal employment nationwide



88 %

of suppliers aligned with our Code of Ethics and Conduct



10 projects

focused on textile innovation and development currently underway



3 innovation challenges

co-financed by ProInnovate/Prociencia

OUR ENVIRONMENTAL PERFORMANCE



33 %

water recirculation in our processes through ultrafiltration and reverse osmosis



100 %

of electricity consumption



1,320 solar panels installed to strengthen our energy self-generation capacity



670 tons

of waste recovered and reincorporated into the production chain



Recycled fibers

we use recycled polyester and 100% recycled cotton in our processes



100 %

of our carbon footprint offset

OUR SOCIAL PERFORMANCE



Comprehensive well-being program with initiatives such as yoga, dance, and psychological and legal support



80 % recovery rate among employees participating in the TDV Without Anemia program



8,946 training hours provided to our employees



57 % women within our workforce, promoting diversity and inclusion



+540 households and businesses impacted through recycling programs



2 training centers in Lima and Chincha dedicated to developing new talent



+44,000 students educated on waste segregation and recycling



+22,000 blankets delivered to vulnerable communities through Abrigade Perú



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CHAPTER
01

Textil del Valle: Identity, Purpose, and Sustainable Value Creation





1.1

About Textil del Valle

We are Textil del Valle S.A. BIC (TDV), a benchmark and pioneering company in the Peruvian textile industry, with 39 years of experience.

We have a clear goal: **to become the world's most sustainable textile company.** We believe that the talent and creativity of our team are key drivers in generating meaningful change and contributing to a more responsible global industry.

Evolution is part of our essence. We continuously innovate and improve to remain a strategic partner for our clients, delivering not only products of excellence, but also sustainable value in every garment we manufacture. **GRI 2-1**



[Learn more about us](#)

We specialize in manufacturing garments for renowned international brands, integrating high standards of quality, innovation, and a continuous commitment to sustainability.

At TDV, our daily work seeks to contribute to more responsible fashion: we dress the world with quality, sustainability, and innovation. To achieve this, we promote processes that reduce our environmental impact while fostering fair working conditions for our employees and other stakeholders.

We are transforming the industry step by step, **making sustainability the heart of every garment.**



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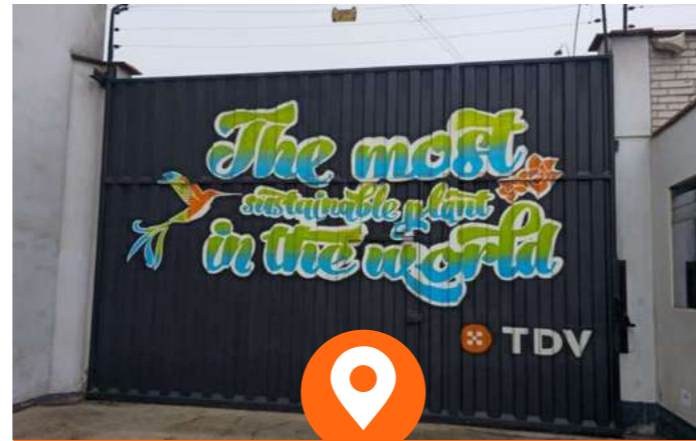
Our operations in Peru

We operate in Lima and Ica, with key operations located in the district of Chincha, from where we drive industry development through a focus on quality and efficiency.



Administrative Office
Pasaje Los Delfines 159 (3rd Floor).

District: Santiago de Surco | **Province:** Lima | **Department:** Lima, Perú.



Lima Factory
Avenida Argentina 2743.

District: Cercado de Lima | **Province:** Lima | **Department:** Lima, Perú.



Chincha Factory
Antigua Carretera Panamericana Sur, km 200.

District: Chincha Baja | **Province:** Chincha | **Department:** Ica, Perú.

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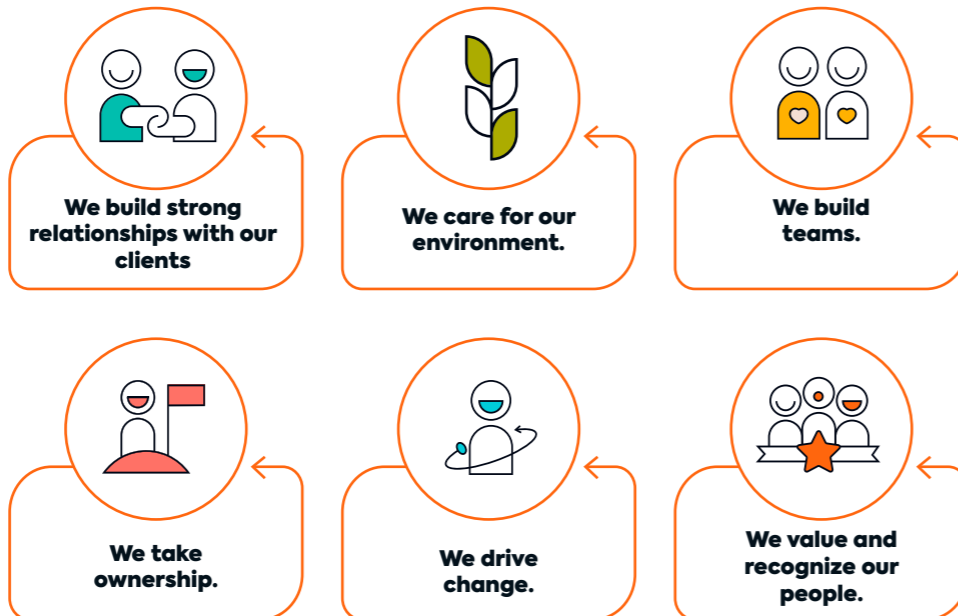
1.2

Purpose, values and culture

Our purpose

We inspire transformation to dress the world with quality, sustainability, and innovation.

TDV Principles



Our Value Proposition



TDV is a strategic partner with whom we develop garments under the highest standards of quality, sustainability, and innovation.”

Specialized guidance



We put our 39 years of experience and expertise at the service of our clients.

Traceability



We monitor the entire production chain online, safeguarding quality, sustainability, and innovation at every stage.

Sustainability and circular economy



We work with circular inputs and processes aimed at mitigating the environmental impact of the industry through the efficient use of resources. Likewise, we seek to empower our community through sustainable practices

Innovation and technology



We continuously renew our industrial offering and develop new forms of production by leveraging innovation and new technological processes. In addition, we constantly reinvent ourselves to fulfill our purpose.

Vertical integration



We have the capability to provide solutions across the entire production chain, enabling us to meet the needs of end users.

Flexibility



We adapt to our clients' needs and seek solutions in the shortest possible time, without compromising the quality of our products.

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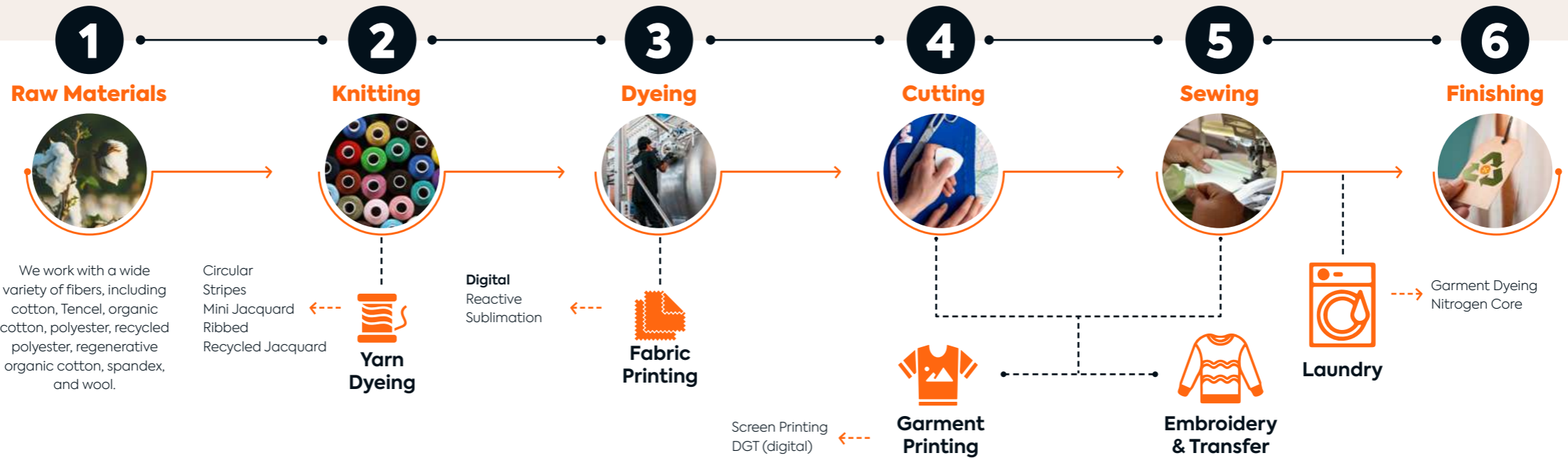
1.3 Business model and value chain

Integrated operations: a vertical manufacturing facility

We are an integrated manufacturing operation that brings together every stage of textile production, from the selection of raw materials to the development of finished garments ready for delivery. Our value chain comprises six main processes: raw materials, knitting, dyeing, cutting, sewing, and finishing. This allows us to maintain rigorous control at every stage and ensure high-quality products.

As a certified B Corporation, we understand success beyond economic results. That is why we work to create value holistically, balancing business growth with people's well-being and environmental stewardship. Likewise, we apply demanding management standards to generate a positive impact in everything we do. (GRI 2-6)

“ Thanks to the talent and dedication of thousands of Peruvian hands, we bring garments to the world that combine innovation, excellence, and sustainability. ”



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1.4

Our products and services

Our textile offering is complemented by a wide range of fabric structures and knits — including jersey, piqué, interlock, ribs, waffles, jacquards, stripes, and woven jacquard fabrics — enabling us to adapt to the specific requirements of each client. In addition, our Dyeing area includes specialized processes and finishes such as mercerization, brushing, and suede finishing, which enhance performance, added value, and differentiation of our garments in the market.

Knitted garments

We are primarily dedicated to the manufacturing of knitwear garments, which represents the core of our business. We operate under a vertically integrated production model that spans from yarn conversion into fabric to the development of the final garment. This approach allows us to offer a diverse portfolio — including T-shirts, tops, tank tops, henleys, knit dresses, jackets, and pants — while ensuring quality, consistency, and efficiency at every stage of the process.

To achieve the highest levels of performance and comfort, we use carefully selected raw materials, including:

Cotton blends with modal, polyester, recycled polyester, lyocell, alpaca, among others.

Extra-long staple (ELS) fibers, such as Pima cotton.



Long staple (LS) fibers, such as Tangüis and Upland cotton.

100% cotton yarns, using both long staple (LS) and extra-long staple (ELS) fibers.

Organic cotton, Regenerative Organic Certified® (ROC) cotton, and recycled cotton.



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Fabrics

We recognize that each client has unique requirements; therefore, we expanded our offering by incorporating fabric sales as a flexible and complementary alternative. In 2025, we continued this business line by offering the same compositions and materials used in our knitwear garments, allowing our clients to integrate our fabrics into their own production processes with guaranteed quality, innovation, and adaptability.



As a result, we sold more than **25,497.70 kg** of finished fabric, consolidating this option as a strategic component of our offering.

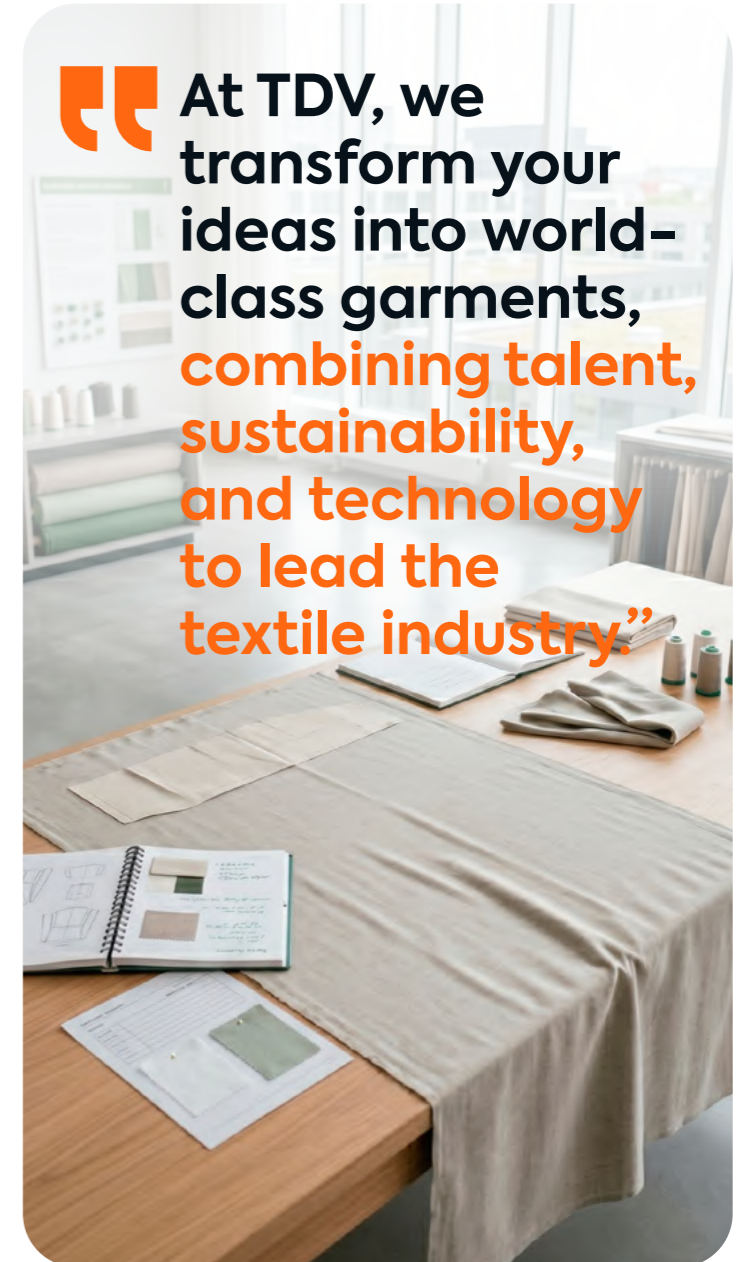
Design and Development Services

We have a specialized team that provides comprehensive support in design and product development, delivering agile service and tailored solutions. Our Development area operates independently from the Production area, allowing us to focus on innovation and rapid response capabilities.

For sample development, we have a dedicated cutting area, sewing machines, embroidery equipment, and steam stations for ironing. In addition, we leverage key technological tools for pattern design and fitting, such as **Gerber AccuMark and Lectra Modaris**, while also using **Browzwear 3D** (AI-powered simulation) to visualize garments before production. This helps reduce lead times and improve precision, efficiency, and sustainability throughout the development process.



“At TDV, we transform your ideas into world-class garments, combining talent, sustainability, and technology to lead the textile industry.”





1.5

Supplying Key Markets

At TDV, we work with a clear goal: ensuring that every delivery exceeds our clients' expectations. That is why we focus on product quality, precision in every specification, and strict compliance with agreed timelines. In addition, our responsiveness allows us to act quickly and solve challenges efficiently, while carefully managing every detail throughout the process.

At the same time, we continue advancing toward a different way of producing: a circular and regenerative economy. This involves testing and adopting new raw materials, improving operational efficiency, and implementing innovative solutions to reduce impacts across the entire value chain. Through this approach, we not only respond to the demands of the global market, but also contribute to a new way of understanding the textile industry.



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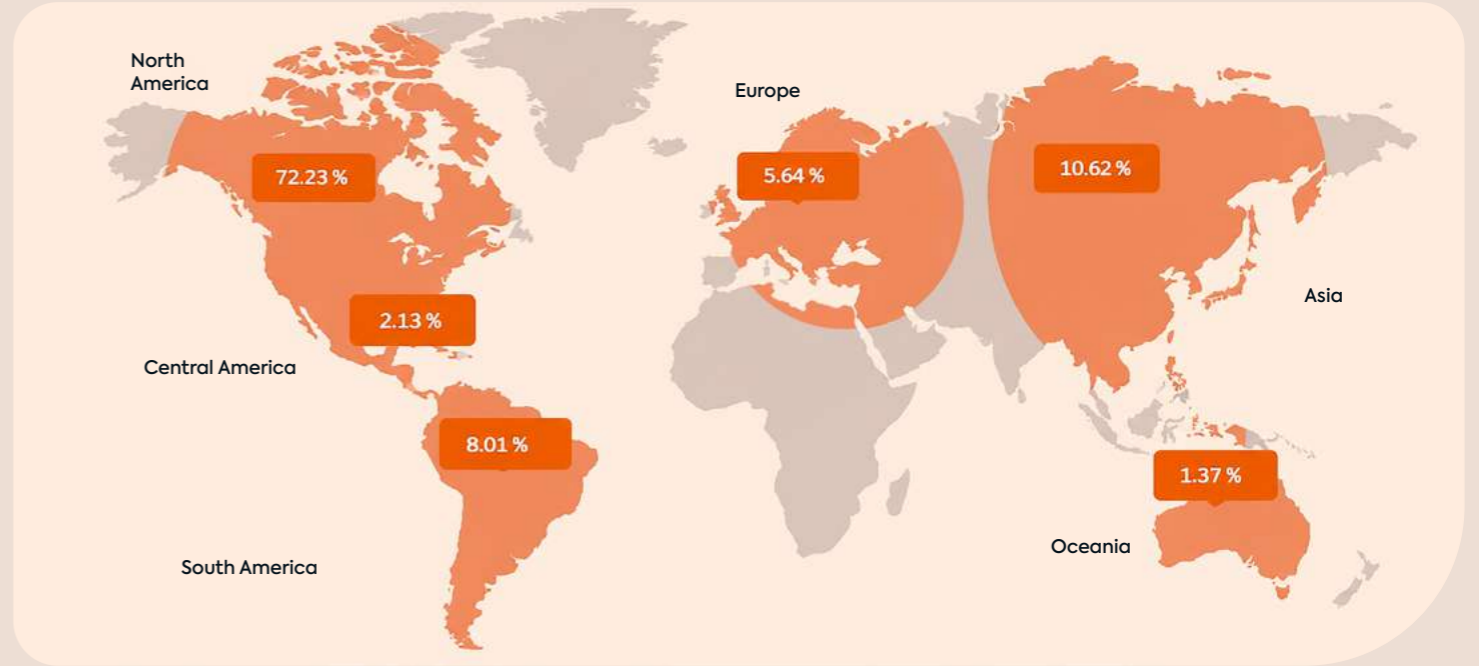
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Global presence: bringing our quality to the world

As global strategic partners, we bring our value proposition to four continents and stand out for our technological capabilities and operational flexibility.

Following a year of consolidation and strengthening in key markets during 2025.

We present the breakdown of our commercial presence by region:



Brands that trust us

We are proud to work with highly prestigious clients in international markets, providing solutions aligned with the highest standards of quality, responsibility, and sustainability. We are committed to building partnerships with brands that share our business vision, working together to drive a more innovative and conscious industry.



Below are some of the renowned brands we collaborate with:

EILEEN FISHER



patagonia®



lululemon

RALPH LAUREN



1.6

Partnerships and recognitions

For us, sustainability cannot be achieved alone. That is why we build strategic partnerships with organizations that share our goal of driving a more responsible textile industry. These collaborations, together with innovation and continuous improvement, enable us to reduce impacts and create value throughout our entire supply chain.

This commitment is reflected in tangible results: in 2025, we obtained several certifications and recognitions that validate our practices and reinforce our contribution to a more sustainable future. (GRI 2-28)



Recognitions



PERÚ SOSTENIBLE

We were awarded the **Empresa con Gestión Sostenible (EGS) 2025** distinction by **Perú Sostenible**.



EMPRESAS QUE TRANSFORMAN

We received the **Empresas que Transforman 2025** recognition for the impact and shared value generated through our **Tejiendo Talento Sostenible** project.



KONRADADENAUERSTIFTUNG

We received the **Konrad Adenauer Award** in the Environmental Protection Program category, a distinction that recognizes our contribution to inclusive and sustainable economic development in the country.



MERCO

We ranked second in the Merco ESG ranking within the textile sector, becoming the only textile manufacturing company recognized in this category.

mercoRESPONSABILIDAD ESG



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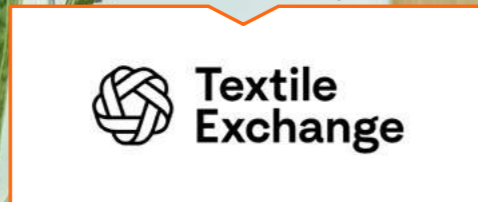
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CHAPTER
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Sustainability Strategy



2.1

Roadmap toward a Sustainable future

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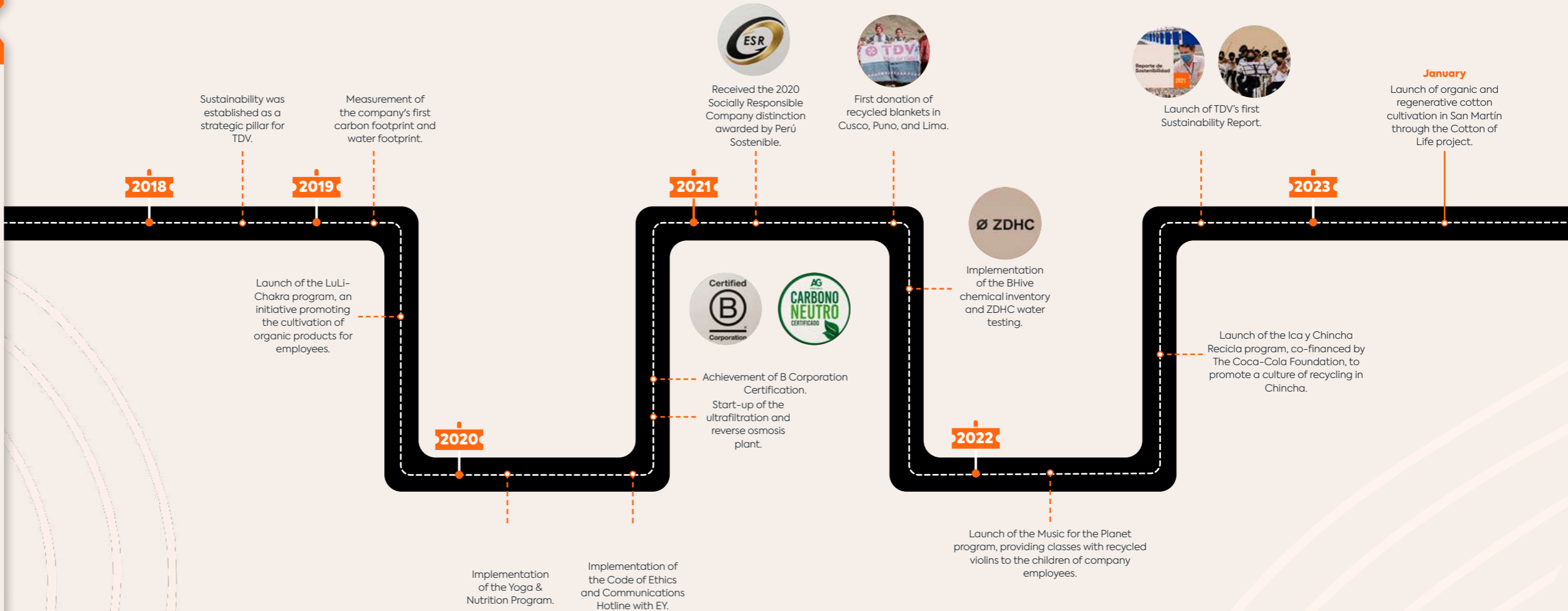
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April

Participation in the Sustainability Workshop 2025 – Lacoste Americas Platform, including a panel discussion on decarbonization and energy efficiency.

2025

February

Achieved the ZDHC Supplier to Zero Level 1 Certification, demonstrating our commitment to sustainable chemical management and the implementation of responsible solutions for a safer and more transparent textile industry.

December

Completion of the Ica y Chincha Recicla recycling program, promoting responsible waste management.

Participation in Expotextil Peru 2024.

November
Verification of the 2022 and 2023 carbon footprints.



September
Fair Trade follow-up audit.



Joined the Board of Directors of the UN Global Compact Peru.



June
BASC recertification.

July
Recognition with the ESG Management Company 2023 distinction.

Recognition as an Innovative Company 2024 (CONCYTEC).

Recertification as a B Corporation.



May
Launch of Forward Faster in Peru: Commitment to Sustainability.

2024

Recognition at the RPP ESG and Sustainability Awards for Cotton of Life.

Participation in the +B Regional Gathering in Monterrey.

October
First Higg FEM verification conducted at the Lima plant.



December

Tree-planting volunteer activity with Sembrando Vida.



June

Launch of the Well-being for All program (yoga, meditation, and dance) at the Chincha plant.



August

Juan José Córdova elected as a member of the First Board of Directors of the UN Global Compact Peru.



March

Research trip to Spain with the fashion cluster to learn about the textile industry and emerging regulations.



May

Beach cleanup volunteer activity with Recicla LATAM.



July

Launch of the second Sustainability Report.

September
Launch of the Well-being for All program at the Lima plant (dance).



TDV certified as a Fair Trade USA factory.



Recognition in the Companies that Transform category.



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May

Publication of the 2024 BIC Management Report, reinforcing our transparency regarding ESG criteria.



November

"Weaving Sustainable Talent" recognized in the Companies that Transform 2025 initiative.

December

Initiated the design of our 2025–2035 Decarbonization Plan.

October

Participation in Expotextil 2025, delivering a keynote presentation on our experience in Circular Economy.



September

Participation in the +B Gathering in Belém, Brazil.



Awarded 4 stars by the Huella de Carbono Perú program, the highest recognition granted for our carbon footprint management performance corresponding to the 2024 reporting period.

Higg FSLM verification, reaffirming our commitment to labor and social responsibility practices across the organization.

Publication of our Diversity, Equity and Inclusion (DEI) Policy.

Hosted a visit from Sistema B, strengthening our commitment as a B Corporation and reinforcing our impact-driven business model.

Second FEM verification at the Chincha and Lima plants, reaffirming our commitment to one of the textile industry's leading sustainability standards.

Formalized our membership in Textile Exchange at the Partner level, joining a platform that brings together stakeholders committed to advancing sustainability in the textile sector.

June

Publication of the 2024 Sustainability Report, prepared in accordance with GRI and SASB standards.

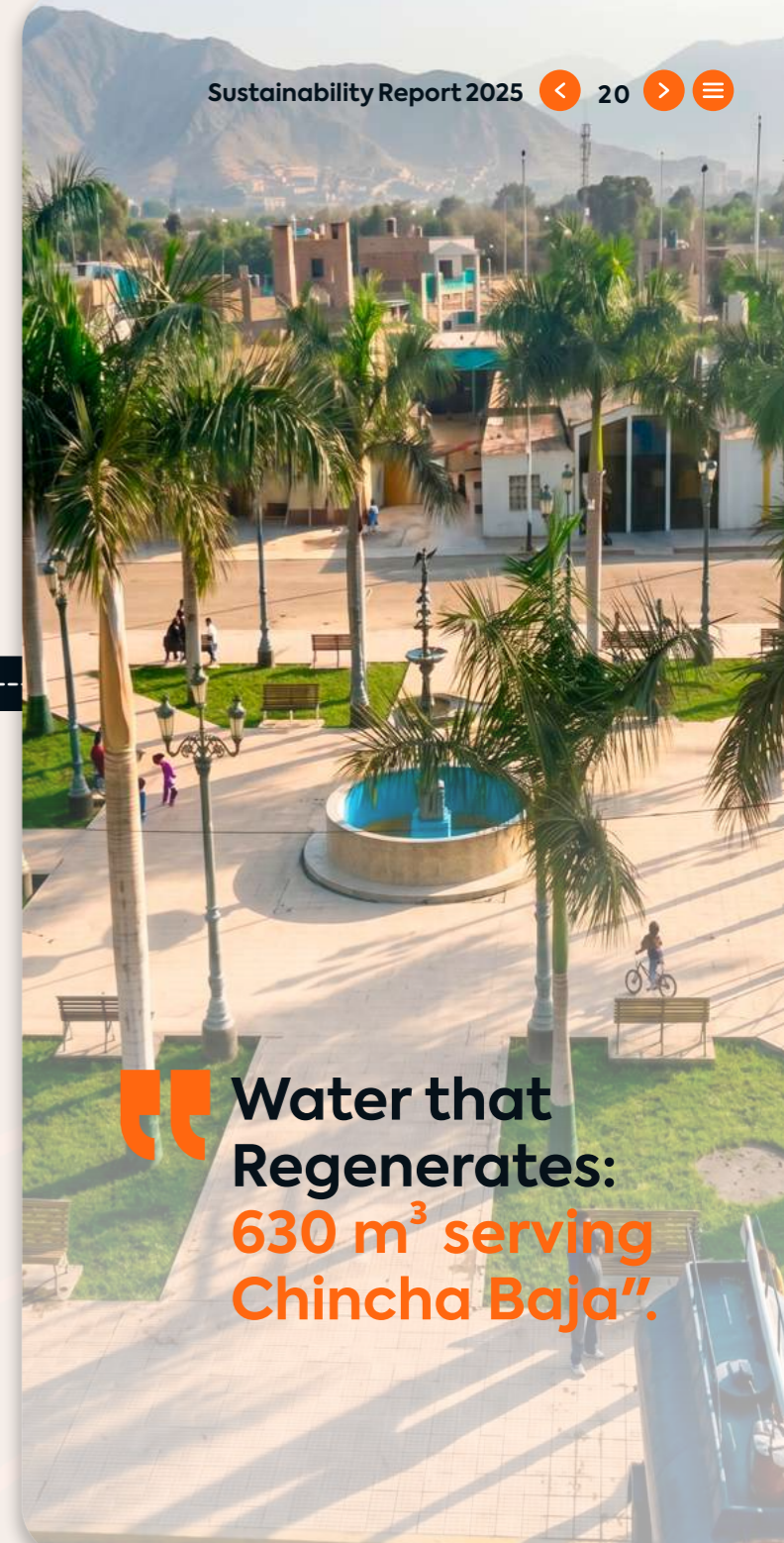


August

Began aligning our emissions inventory with the GHG Protocol as a foundation for advancing toward SBTi targets.



Participation in the 2025 COTTON USA Sustainability Sourcing Fair, strengthening partnerships and reinforcing our sustainability positioning.



“Water that Regenerates: 630 m³ serving Chincha Baja”.



2.2

Our sustainability strategy



At TDV, sustainability is not just another dimension of our business: it is the way we operate and make decisions. Since 2018, we have been building a model that seeks a true balance between business growth and positive impact on people and the planet. Through our triple-impact strategy — **planet, people & profit** — we work to reduce our environmental footprint, enhance social well-being, and generate economic value responsibly.

Throughout 2025, we continued managing sustainability in a cross-cutting manner through our environmental, social, and governance policies, programs, and initiatives. As part of our continuous improvement process, for 2026 we have planned the development and formalization of our Sustainability Strategy, which will consolidate a medium- and long-term roadmap with clearly defined objectives, goals, and indicators. This process will seek to align our strategic priorities with stakeholder expectations and environmental and industry challenges, further strengthening our ability to generate sustainable and measurable value.

To provide direction and consistency to this journey, we align our initiatives with the Sustainable Development Goals (SDGs), prioritizing those where we can make the greatest contribution. In 2020, we reinforced this approach by becoming a B Corporation, and in 2021, we took an additional step by becoming one of the first organizations to adhere to Peru's BIC Law, strengthening our commitment to transparency and shared value creation.

This progress has been possible thanks to the leadership of senior management and the commitment of our employees, who today sustain a cultural transformation focused on innovating and evolving toward an increasingly sustainable, ethical, and competitive business.

Planet



We are committed to protecting the planet. To achieve this, we work toward neutralizing our environmental impact.

People



We seek to improve the quality of life of all our stakeholders through the development of various initiatives and guidelines for everyone.

Profit



We continuously innovate to deliver our products and redesign production processes and our industry. All under a sustainable approach to create brands aligned with our purpose.



2018

Beginning of the sustainable model



2020

We became a B Corporation



2021

We adopted the BIC Law



Building the 2026 strategy

A medium- and long-term roadmap to generate sustainable and measurable value



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Sustainability Policy

In 2024, we renewed our Sustainability Policy, reinforcing our commitment to responsible management and sustainable development. This framework defines how we integrate sustainability into our operations and decision-making, aligned with the Sustainable Development Goals (SDGs) and practices that balance economic growth with environmental and social responsibility.

 **In 2025, we maintained this policy in force and continued promoting its implementation across the organization, ensuring its integration into management processes and daily operations.**

The policy is structured around six pillars:

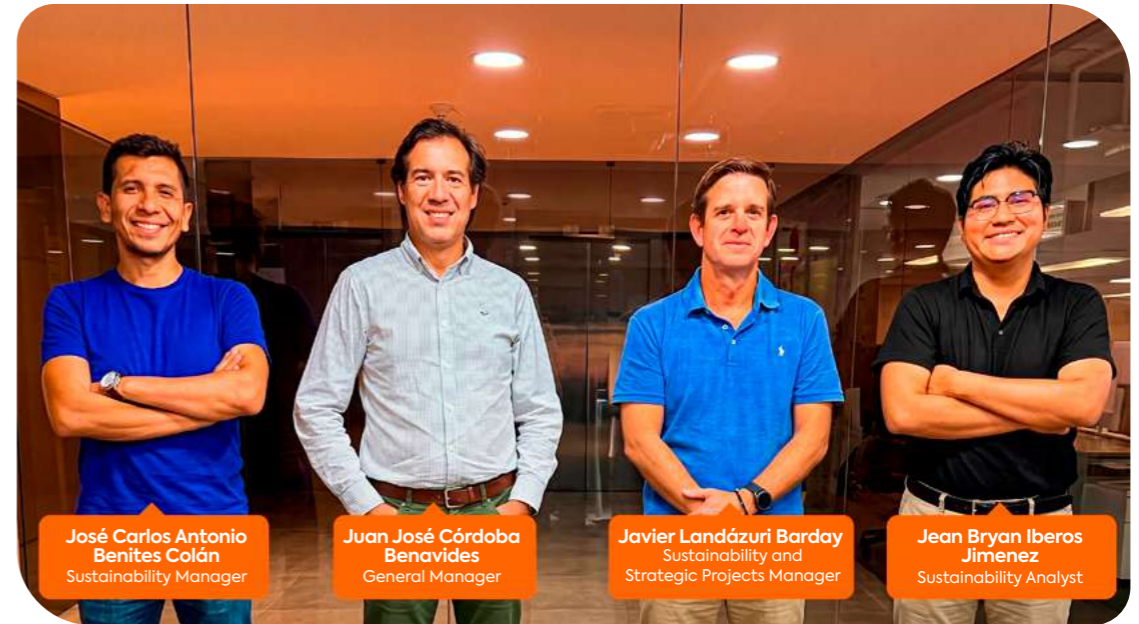
 <p>Transparency open communication with our stakeholders</p>	 <p>Continuous improvement integration of ESG criteria into strategic decisions</p>
 <p>Environmental management optimization of natural resource use</p>	 <p>Engagement strategic partnerships and training</p>
 <p>Participation commitment from management and specialized committees</p>	 <p>Compliance adherence to national and international regulations</p>

(GRI 2-23)



 **Learn more about our sustainability policy** 

TDV Sustainability Committee



Since 2020, we have had a **Sustainability Committee** that, with the support of Senior Management, guides and oversees our strategy. We meet **four times a year** to review progress, coordinate initiatives, and ensure that sustainability is integrated into our decision-making processes.

In addition, since 2023, we have had a **Sustainability and Strategic Projects Management Office**, which strengthens the management and monitoring of our priorities. In **2025**, we were also recognized with the Empresa con **Gestión Sostenible (EGS)** distinction, granted by **Perú Sostenible**, as evidence of our alignment with **ESG** best practices. **(DEGS 1.2.1) (DEGS 1.2.2) (DEGS 1.2.3)**

 **Through this structure, we continue promoting ESG initiatives that reinforce our position as a sustainability benchmark within the textile industry.**



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2.3

We Are a B Corporation: Creating Value with Purpose

In 2020, we reached a significant milestone for the Peruvian textile industry by becoming the first company in the sector to achieve **B Corporation** certification. This recognition reaffirms our commitment to a business model that combines economic performance with purpose and contributes to a more inclusive and sustainable economy.

Since then, we have strengthened our sustainability strategy by incorporating responsible practices throughout our entire value chain. We are guided by demanding standards in governance, environmental management, employee well-being, and community contribution, ensuring that every decision creates value for those who make our work possible: employees, clients, and strategic partners.



In 2025, we continued to be part of the B Corp community. We are currently undertaking comprehensive planning efforts in preparation for our recertification in 2026.



In our latest recertification, we achieved a score of 113.1. This result reflects performance above the national average, above our industry average, and above that of companies of a similar size, reaffirming our leadership in sustainability. For us, each recertification is not merely “a process,” but an opportunity to refine our direction, strengthen our purpose, and confirm that business growth can—and should—go hand in hand with a lasting positive impact.

Through a rigorous assessment, we measure our performance in **governance, employees, community, environment, clients, and information management**, ensuring progress aligned with high and consistent standards. This process validates what we have built, but above all, it drives us to improve, innovate, and evolve as a B Corporation.

In this regard, our experience as a B Corporation has strengthened the way we manage our business and project our purpose both internally and toward our stakeholders. As highlighted by our CEO, Juan José Córdova, the certification has helped validate our social and environmental practices under an internationally recognized standard while consolidating decision-making that is increasingly aligned with our purpose.



Becoming a B Corporation gave us a clear framework to measure our impact and make decisions. It is not just a certification, but a way of doing business that drives innovation, strengthens our organizational culture, and connects us with partners who share the same commitment”.



Juan José Córdova
General Manager

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As part of the B Corp movement in Peru, during 2025 we participated in different initiatives:

2025 B Corp Gathering

In 2025, we successfully participated in the Regional B Corp Gathering, Encontro +B Amazônia 2025 – A Raiz do Futuro, held in Belém, Brazil.

TDV leaders took part in the panel “International Trade and Competitiveness: Collective Action from the Territories,” where we shared TDV’s experience and the progress we have been building in sustainability and innovation.

These gatherings provide a valuable space where B Corporations across the region come together to exchange experiences and learnings, strengthening the sustainability ecosystem.

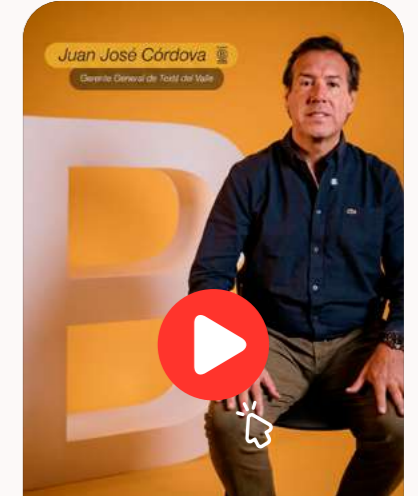
The **B Corp** Gathering is a strategic platform that highlights and recognizes companies working toward positive impact in the country, promoting the exchange of experiences and catalyzing new initiatives within the business ecosystem.



First B Visit at Our Chincha Facility

In **2025**, we reached another **important milestone by welcoming the B Corp community to our Chincha facility for the first time.** We opened our doors to share our purpose and showcase our production chain firsthand, reaffirming that the textile industry can generate positive impact when managed responsibly.

During the visit, attendees experienced the full production process, **from knitting to the final product.** This exchange reinforced a simple yet powerful idea: **it is indeed possible to do business with awareness and commitment** while maintaining high-quality standards and a long-term vision.



Source: Sistema B. (n.d).
The certification that makes your purpose sustainable.

Learn how B Corp Certification has helped integrate sustainability into Textil del Valle’s strategy, culture, and operations, driving positive impact across our entire value chain.



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2.4

Impacts on the Sustainable Development Goals



At TDV, we remain committed to actively contributing to the 2030 Agenda and the Sustainable Development Goals (SDGs). In 2025, we continued aligning our sustainability strategy with these principles and promoting initiatives that create value for our stakeholders. **Through concrete actions, we contributed to 11 of the 17 SDGs**, promoting more equitable and sustainable development.



Likewise, in 2025, we reaffirmed our commitment to the **United Nations Global Compact**, of which we have been a member since 2022, strengthening our participation in a global movement that promotes responsible business practices and solutions to shared challenges. This approach is aligned with our **2030 Strategic Plan**, supported by our shareholders and senior management, in which contribution to the SDGs is integrated as a core management pillar, enabling us to monitor and measure our progress in a structured manner.



It is important to highlight that our contribution to the SDGs is incorporated into our Sustainability Plan through 2025, allowing us to manage and measure progress systematically.



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Below are the environmental objectives of our 2030 Strategic Plan:

01

Environmental Objective

Reduce water use in our production processes and improve water quality through our industrial wastewater treatment plant.

02

Environmental Objective

Improve energy consumption efficiency and increase the use of renewable energy sources with a low environmental impact.

03

Environmental Objective

Implement a circular economy approach in the integrated management of solid waste throughout the value chain.

04

Environmental Objective

Measure, reduce, manage, and offset greenhouse gas (GHG) emissions generated by the textile plant.

05

Environmental Objective

Automate the counting of pieces and garments in the cutting and sewing stages through the implementation of open-innovation systems using artificial intelligence, enabling reliable real-time information, reducing waste generation, and improving production efficiency.

To ensure effective management, we continuously monitor these objectives: **every year**, we publicly communicate results and initiatives developed, while **quarterly** we review progress on goals and programs within the Sustainability Committee. This information is consolidated in our **BIC Report** submitted to the Ministry of Production (PRODUCE), reinforcing our commitment to transparency, continuous improvement, and sustainable development (**DEGS 1.2.2**).

Social Objectives of Our 2030 Strategic Plan:

1. Promote the health and well-being of citizens and communities in Peru.
2. Increase the participation of women in leadership positions across the organization.
3. Foster the development of the city of Chincha Baja in coordination with local authorities.
4. Promote access to water for communities located in the upper Chincha Valley through Polylepis (Queñual) reforestation projects.





The results presented below demonstrate our commitment to the 2030 Agenda and how, through our 2030 Strategic Plan, we actively contribute to the achievement of the SDGs:

SDG	2030 Global Goal	Our Commitment	Our Contribution
	<p>☉ Ensure healthy lives and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> ✔ Prevent non-communicable diseases and promote active and healthy lifestyles among our employees and neighboring communities in Chincha and Lima. ✔ Ensure an environment free from pollutants, contamination, and hazardous chemicals. 	<ul style="list-style-type: none"> • We implemented two initiatives aimed at enhancing employee well-being, achieving more than 12,700 attendances at yoga sessions and dance classes, and fostering a healthier and more balanced work environment. • We strengthened the mental well-being of our team through a psychological and legal counseling program, which reached a total of 808 participants. • We carried out health campaigns, including vaccination and disease prevention initiatives. We also implemented the TDV Without Anemia program, in which 80% of participants overcame this condition by the end of the process.
	<p>☉ Ensure inclusive, equitable, and quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> ✔ Promote educational development among employees and the community, taking gender equality into account. 	<ul style="list-style-type: none"> • We provided 8,946 training hours to our employees, strengthening their skills and knowledge to improve performance.
	<p>☉ Achieve gender equality and empower all women and girls.</p>	<ul style="list-style-type: none"> ✔ Increase women's participation across all activities, eliminating all forms of discrimination and promoting gender equality. 	<ul style="list-style-type: none"> • Our workforce is composed of 43% men and 57% women, reflecting our commitment to diversity and inclusion.
	<p>☉ Ensure availability and sustainable management of water and sanitation for all.</p>	<ul style="list-style-type: none"> ✔ Promote efficient water use and recirculation across our processes and activities, preventing contamination of natural water sources through treatment. 	<ul style="list-style-type: none"> • We treated 100% of our industrial effluents at our wastewater treatment plant (WWTP), ensuring responsible water resource management. • We achieved a 33% water reuse rate through ultrafiltration and reverse osmosis processes, optimizing water use in our operations.

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SDG	2030 Global Goal	Our Commitment	Our Contribution
	<ul style="list-style-type: none"> ☉ Ensure access to affordable, reliable, sustainable, and modern energy. 	<ul style="list-style-type: none"> ✓ Promote efficient electricity use and progressively transition toward clean and renewable energy sources. 	<ul style="list-style-type: none"> • 100% of the electricity we use comes from renewable sources, and we maintain a 15% self-generation capacity through solar energy, reaffirming our commitment to energy sustainability.
	<ul style="list-style-type: none"> ☉ Promote sustained, inclusive, and sustainable economic growth, employment, and decent work for all. 	<ul style="list-style-type: none"> ✓ Promote the creation of decent jobs by fostering entrepreneurship, innovation, and creativity for the development of a more sustainable supply chain. ✓ Decouple economic growth from environmental degradation through efficient production and resource consumption. 	<ul style="list-style-type: none"> • We operate two training centers in Lima and Chincha aimed at new employees without prior experience in the textile and manufacturing sector, providing development and employability opportunities. • We delivered 5,205 hours of training through CENFOR, strengthening the technical skills of new talent. • 88% of our suppliers signed our Code of Ethics and Conduct, reinforcing our commitment to engaging stakeholders in sustainability principles and objectives.
	<ul style="list-style-type: none"> ☉ Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation. 	<ul style="list-style-type: none"> ✓ Promote a sustainable innovation and technological research ecosystem at TDV Chincha and Lima that strengthens R+D+I and contributes to the industrial development of the textile sector. ✓ Invest in and execute innovation projects. ✓ Report progress on innovation and technological development projects. 	<ul style="list-style-type: none"> • We currently have 10 textile innovation and development projects underway. • We carried out four innovation projects co-financed by ProInnovate, ProCiencia, and CONCYTEC.



SDG	2030 Global Goal	Our Commitment	Our Contribution
	<ul style="list-style-type: none"> Reduce inequality within and among countries. 	<ul style="list-style-type: none"> Promote equity and inclusion of historically underrepresented groups, ensuring their active participation in organizational activities and reducing discrimination in society. Guarantee the reporting of discrimination complaints through our ethics hotline 	<ul style="list-style-type: none"> Information currently under consolidation for reporting purposes.
	<ul style="list-style-type: none"> Make cities inclusive, safe, resilient, and sustainable. 	<ul style="list-style-type: none"> Promote development and reduce negative environmental impact, prioritizing air quality, waste management, and other environmental issues in coordination with local authorities. Promote the care, maintenance, and implementation of green areas and safe public spaces across all organizational sites. 	<ul style="list-style-type: none"> We continued the Ica y Chincha Recicla program, promoting responsible waste management and environmental awareness within our communities. Through our recycling and environmental awareness initiatives, we positively impacted 540 households and businesses and trained 44,000 students in source segregation and recycling. We collected and reincorporated 670 tons of recoverable waste into the value chain.
	<ul style="list-style-type: none"> Ensure sustainable consumption and production patterns. 	<ul style="list-style-type: none"> Promote the efficient use of resources, goods, and services to achieve more sustainable organizational management. Implement circular economy practices and execute more efficient integrated solid waste management throughout the supply chain, prioritizing prevention, reduction, recycling, and reuse. 	<ul style="list-style-type: none"> We operate a textile recycling plant for cotton and cotton blends, contributing to the strengthening of circular economy practices within the textile industry. The polyester we use is predominantly recycled, aligned with client requirements and our commitment to reducing the environmental impact of our raw materials.

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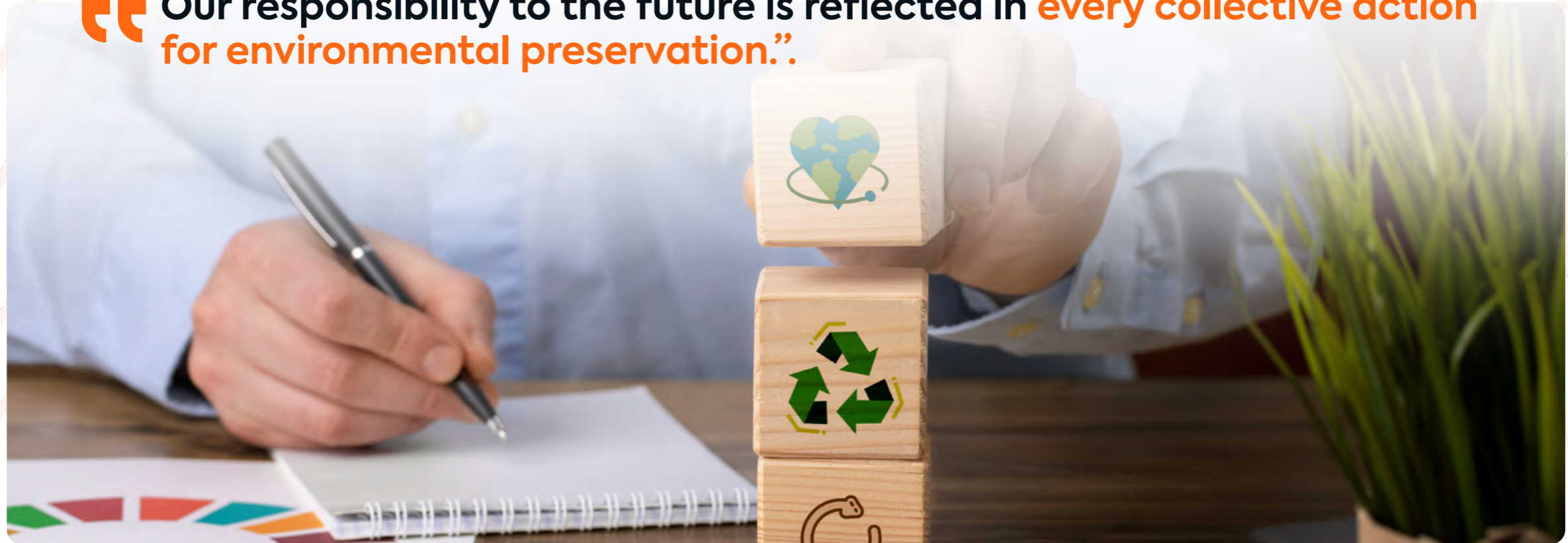
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SDG	2030 Global Goal	Our Commitment	Our Contribution
	<p>🌐 Take urgent action to combat climate change and its impacts.</p>	<p>✅ Understand and manage the company's GHG emissions, while promoting reduction and offset initiatives that contribute to climate change mitigation.</p>	<ul style="list-style-type: none"> • We offset 100% of our carbon footprint through the acquisition of carbon credits, contributing to climate change mitigation. • We were awarded the fourth star of the Huella de Carbono Perú program for our 2023 carbon footprint, becoming the first textile company in the country to achieve the highest recognition level under this distinction.

“Our responsibility to the future is reflected in every collective action for environmental preservation.”



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2.5

Double Materiality: Action Plan and Results

In 2024, we incorporated a double materiality approach into our biennial assessment, enabling us to identify the most relevant ESG factors for our management processes. This analysis considered, on one hand, how these topics may financially impact the organization and, on the other, how our operations affect the economic, social, and environmental environment. Through this approach, we strengthened a strategy aligned with sustainability principles and global trends.

In 2025, we maintained this approach, continuing to monitor and follow up on the results achieved to ensure that prioritized topics are consistently integrated into our **2030 Strategic Plan** and translated into actions, goals, and management indicators.

To develop the analysis, we applied international standards and references such as GRI 2021, SASB, and IFRS recommendations, while also incorporating regulatory frameworks such as the European Union's CSRD. In addition, we conducted a comprehensive review of our value chain, considering key information from clients, suppliers, and other strategic stakeholders. This process strengthened our ability to anticipate risks, identify opportunities, and make informed decisions that drive both the sustainability of our operations and business growth. **(GRI 3-1)**



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Below, we present the methodological phases of our double materiality analysis:

✓ Analysis of the organization's context

We conducted an analysis of the context in which the company operates, both externally and internally. From an external perspective, we benchmarked our practices against leading companies in the textile industry. We also reviewed sustainability guidelines and standards, with particular attention to the SASB standard for the Apparel, Accessories & Footwear sector. In addition, we analyzed the main sustainability trends within the industry, the national context, and the risks that could affect our operations.

From an internal perspective, we evaluated our sustainability strategy and how it contributes to value creation. Likewise, we reviewed our policies and management documents to identify the sustainability topics on which we are already actively working.

✓ Assessment of impact materiality and financial materiality

To determine the relevance of the identified topics, we used two criteria:

● **Impact materiality:** we reviewed the results of surveys and interviews conducted with our stakeholders, assessing the importance of each topic based on its likelihood of occurrence and magnitude, whether related to potential negative effects (severity) or positive impacts. In addition, we considered expert opinions to further refine the assessment.

● **Financial materiality:** we analyzed how each topic could financially affect the company, its relationship with the business strategy, and the risks and opportunities identified together with management teams.



✓ Identification of impacts, risks, and opportunities (IROs)

To identify our impacts, risks, and opportunities, we conducted a workshop with the company's management teams. During this session, we analyzed our value chain and identified the main topics that could affect our business or generate opportunities. In addition, we complemented the analysis with other tools, such as surveys and focus groups with key stakeholders — including commercial clients, employees, suppliers, and financial institutions — to better understand their perspectives regarding the areas where our company has the greatest impact.

✓ Prioritization and validation of material topics

Finally, after grouping the identified topics, we cross-analyzed the results using a double-entry matrix. This allowed us to define the list of the company's most relevant and significant material topics.

This list was presented to the Sustainability Committee, which reviewed and approved it as the organization's material topics.



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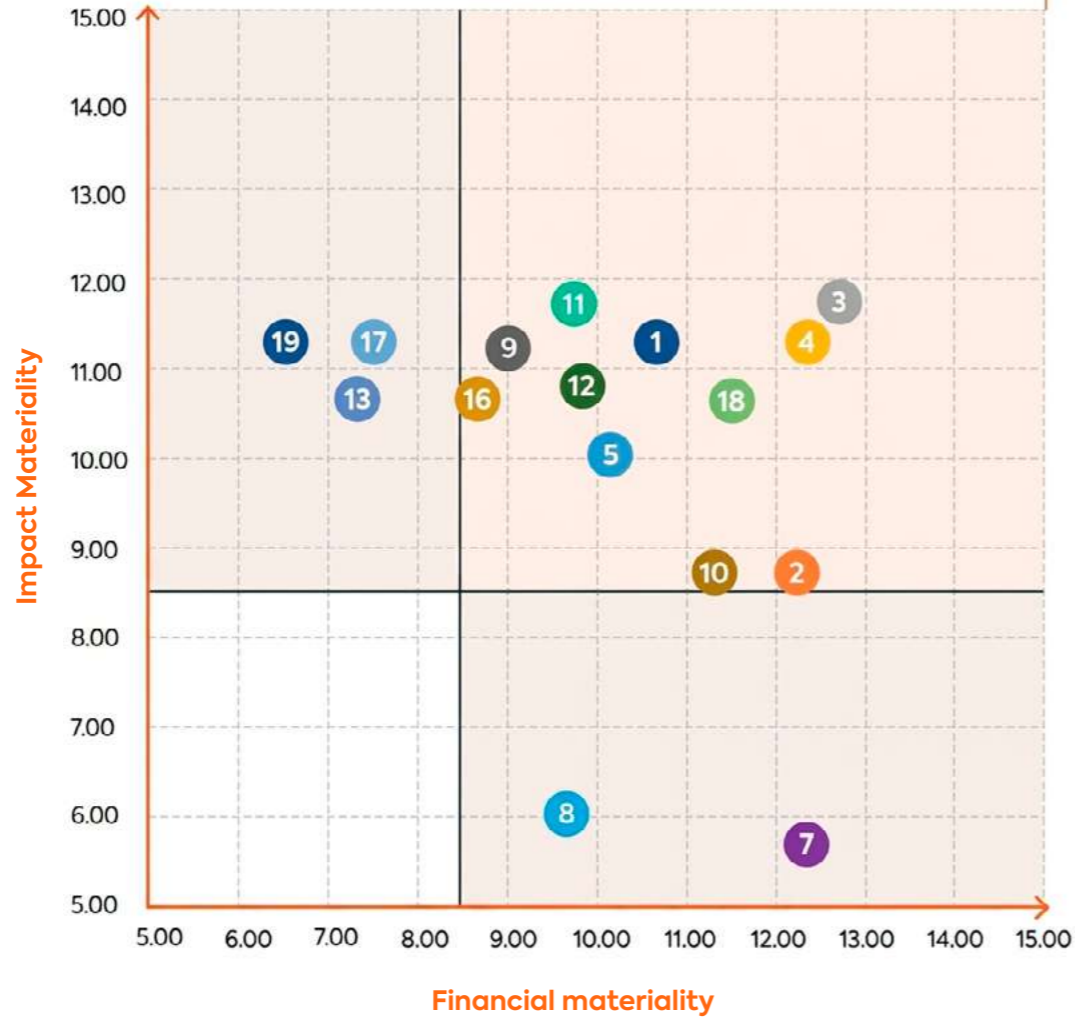
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Double Materiality Matrix

Detailed segment of the largest primary matrix



MEDIUM PRIORITY

HIGH PRIORITY

HIGH MATERIALITY TOPICS

- 3 Quality Management and Certifications
- 4 Economic Performance and Sustainable Financing
- 18 Compliance with Human Rights Principles
- 1 Corporate Governance and Business Sustainability
- 12 Water and Effluent Management
- 5 Responsible Supply Chain Management
- 11 Climate Strategy and Emissions Reduction
- 10 Hazardous Chemicals Management
- 2 Ethics, Transparency, and Regulatory Compliance
- 9 Waste Management and Circular Economy
- 16 Commitment to Health and Well-being

MEDIUM MATERIALITY TOPICS

- 7 Integrated Risk Management
- 8 Innovation and Development of Sustainable Products
- 17 Marketing and ESG Communication Strategies
- 13 Use of Sustainable Raw Materials
- 19 Promotion of Community Development and Engagement

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TDV Material Topics

Of the 19 topics initially identified, we defined 16 as key material topics for Textil del Valle's management approach. To facilitate their analysis, we organized them into three groups: economic and governance, environmental, and social.

Each is detailed below: **(GRI 3-2)**

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Dimension	Material Topics	Coverage
 <p>Economic and Governance</p>	Corporate Governance and Business Sustainability	Internal
	Ethics, Transparency, and Regulatory Compliance	Internal and External
	Quality Management and Certifications	Internal
	Economic Performance and Sustainable Financing	Internal
	Integrated Risk Management	Internal
	Innovation and Development of Sustainable Products	Internal
	Responsible Supply Chain Management	Internal and External
 <p>Environmental</p>	Climate Strategy and Emissions Management	Internal
	Waste Management and Circular Economy	Internal
	Water and Effluent Management	Internal
	Use of Sustainable Raw Materials	Internal
	Hazardous Chemicals Management	Internal
 <p>Social</p>	Human Capital Development and Employability	Internal
	Commitment to Occupational Health and Safety	Internal and External
	Promotion of Community Development and Engagement	Internal and External
	Compliance with Human Rights Principles	Internal



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CHAPTER
03

Responsible governance for sustainable growth



3.1

Governance and good corporate governance

We publish our Sustainability Report annually, where we communicate our environmental, social, and governance (ESG) performance.

Our governance structure is designed to ensure responsible decision-making by consistently integrating the management of our environmental and social impacts while promoting value creation alongside our stakeholders. With the continuous support of Senior Management, sustainability has become a central pillar of our organizational culture, driving us to go beyond regulatory compliance and build a positive impact that endures over time.

We have a set of policies and codes that define our management rules and guide decision-making. Their approval falls under the responsibility of the General Management, as the highest executive authority. Whenever we issue a new policy or update an existing one, we communicate these commitments to employees through large-scale training sessions to ensure understanding and implementation. In parallel, we inform our suppliers through email communications. To verify compliance and consistency with these guidelines, we have a certifications team — led by the managers responsible for each certification — that coordinates and aligns cross-functional criteria across the company, promoting orderly implementation and continuous improvement.

In line with our commitment to transparency and accountability, we publish our Sustainability Report annually, where we communicate our environmental, social, and governance (ESG) performance. Through this report, our stakeholders can clearly understand our progress, challenges, and commitments, thereby strengthening accountability and the public disclosure of our sustainability results. **(GRI 3-3) (GRI 2-23) (GRI 2-24) (NO GRI Gobernanza y sostenibilidad empresarial) (DEGS 1.1.5 DEGS 1.4.1) (DEGS 1.2.3)**

Below are the main policies and codes governing our management approach:



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Corporate Governance

“ Our corporate governance structure is composed of the General Shareholders’ Meeting (GSM), the Board of Directors, and the central management offices, each with clearly defined responsibilities in the leadership of TDV.

The GSM, as the highest governing body, meets in ordinary or extraordinary sessions to evaluate organizational performance, oversee accountability processes, appoint Board members, and make other strategic decisions.

The Board of Directors is responsible for supervising and overseeing business management, while the central management offices, led by the General Management under Mr. Juan José Córdova Benavides, execute the strategy and manage daily operations. This structure enables us to ensure orderly and efficient leadership, strengthen stakeholder trust, and promote long-term sustainable value creation. **(GRI 2-9) (DEGS 1.1.1) (DEGS 1.1.2)**

Nomination and Performance Evaluation of TDV’s Board of Directors

Members of TDV’s Board of Directors are elected or reelected by the General Shareholders’ Meeting (GSM) for a three-year term. Currently, the Board is composed of two independent members and three non-independent members. For the current term, Mr. Luis Felipe Pinillos serves as Chairman of the Board.

effective oversight aligned with the organization’s interests.

At TDV, we promote transparency and direct communication among our governing bodies. Therefore, results related to performance and good corporate governance are shared during Board and GSM sessions, ensuring a timely and structured flow of information. **(GRI 2-9) (GRI 2-10) (GRI 2-11) (GRI 2-17) (GRI 2-18) (DEGS 1.1.2) (DEGS 1.1.3) (DEGS 1.1.4)**

The GSM, as the highest governing body, annually evaluates the Board’s performance through an independent process, the results of which are documented in an internal report. Based on this report, decisions are made regarding the ratification or removal of Board members, ensuring

Members of TDV’s Board of Directors

FULL NAME	INDEPENDENT (YES/NO)	EXECUTIVE OR NON-EXECUTIVE ROLE	TENURE	BOARD POSITION
Luis Felipe Pinillos Casabonne	NO	Non-Executive	14 years	Chairman of the Board
José Ricardo Martín Briceño Villena	NO	Non-Executive	6 years	Vice Chairman of the Board
Pedro Enrique González Orbegoso Sanguinetti	YES	Non-Executive	3 years and 2 months	Director
Diego Ricardo Briceño Clemens	NO	Non-Executive	3 years and 2 months	Director
Roberto Leigh Raffo	YES	Non-Executive	3 years and 2 months	Director

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TDV Central Management Offices

Our Board of Directors supervises and guides business management, ensuring that decisions made by management are aligned with TDV's strategy and objectives. This oversight function ensures coherent, responsible, and long-term-focused management.

The executive structure is composed of seven management offices, led by the General Management under Mr. Juan José Córdova Benavides. In addition, we have an Operations Committee, Commercial Committee, Finance Committee, and Sustainability

Committee, through which the highest governing body delegates specific responsibilities and monitors key management areas.

It is important to highlight that the General Management, representing the Board of Directors, is responsible for overseeing economic, environmental, and social indicators. To achieve this, it is supported by the Corporate Sustainability Committee, which monitors compliance with objectives and initiatives, including due diligence processes and respect for human rights. Its

direct involvement enables continuous performance monitoring and the adoption of corrective actions when necessary.

This organizational structure strengthens our decision-making processes, consolidates stakeholder trust, and contributes to improving both our economic and sustainability performance, ensuring the creation of sustainable long-term value. . (GRI 2-12) (GRI 2-13) (DEGS 1.1.2)



TDV Corporate Organizational Chart



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Our Committees

At TDV, we have **nine internal committees that play a key role in the management and oversight of the organization.** These committees address matters related to strategic planning, financial and administrative management, as well as the monitoring and evaluation of ongoing projects.

Each committee is responsible for issues within its area of expertise, enabling specialized and timely review of the company's key management fronts. This structure strengthens our continuous improvement process in environmental, social, and governance matters and contributes to more informed decision-making aligned with our strategic objectives. **(GRI 2-14) (GRI 2-16) (DEGS 1.1.6) (DEGS 1.1.8)**

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TDV Committees



Administration and Finance Committee

Responsible for addressing matters related to the company's economic performance.



Occupational Health and Safety Committee

Ensures compliance with occupational health and safety guidelines across TDV operations. It is composed on an equal representation basis.



Compensation Committee

Oversees and coordinates daily operations to ensure efficiency, effectiveness, and quality across production processes



Diversity and Inclusion Committee

Oversees and ensures compliance with the Diversity and Inclusion Policy, promoting the rights of diverse individuals and employees with disabilities working at TDV.



Ethics Committee

Monitors compliance with the Code of Ethics within the company. In addition, it follows up on cases and sanctions non-compliance and misconduct within the organization.



Committee for Intervention Against Workplace Sexual Harassment

Promotes safeguards for a workplace free from sexual harassment. It is responsible for receiving claims, complaints, and harassment cases, and establishing sanctions.



Audit Committee

Oversees and ensures the integrity and transparency of reporting within the organization



Environment and CSR Committee

Identifies and evaluates environmental impacts within operations, including greenhouse gas emissions, water and air pollution, and the use of energy and natural resources.



Corporate Sustainability Committee

Ensures compliance with the company's sustainability strategy objectives and actions, including the review and approval of Sustainability Report contents.



Conflict of Interest

“ We operate under a regulatory framework that prioritizes ethics, transparency, and the prevention of any situation that could cause harm to third parties. ”

Our Code of Conduct and Ethics establishes clear principles of honesty and integrity and requires Senior Management and employees to refrain from participating in negotiations or decisions that could generate personal benefits or compromise the organization’s values. **(GRI 206-1)**

To prevent, identify, and mitigate potential conflicts of interest, we have formal mechanisms in place, including the obligation to timely declare any actual or potential situation. In addition, we maintain an Ethics Hotline, a confidential channel accessible to employees and other stakeholders through which irregularities can be reported with guarantees of confidentiality and whistleblower protection. Reports are evaluated by the Internal Audit area and subsequently analyzed and resolved by the Ethics Committee, which informs the highest governing body about managed cases and the actions adopted.

We complement this system with continuous training programs aimed at employees, suppliers, and Senior Management, reinforcing an organizational culture based

on integrity and compliance. Furthermore, TDV does not make contributions to political parties or political representatives, in accordance with our Code of Conduct and Ethics. **(GRI 2-15) (GRI 415-1)**

Furthermore, as part of our sound corporate ethics management, Textil del Valle declares that it does not engage in any form of lobbying activities.



Regulatory Compliance

At TDV, we understand regulatory compliance as a key pillar of our management approach, ensuring adherence to labor, environmental, tax, and competition regulations. We adopt a preventive approach that enables us to anticipate regulatory changes and adapt our practices in a timely manner.

In tax matters, we work to reduce tax contingencies and minimize audit risks. We have an Anti-Avoidance Policy that governs the approval of acts related to tax planning, which are evaluated by the Accounting area and reviewed jointly with the Finance Management and General Management before validation. This management approach is supported by internal controls and periodic audits, strengthening transparency and trust in our operations. **(GRI 3-3) (GRI 2-27) (GRI 207-1) (GRI 207-2)**



During 2025, TDV operated in compliance with the legislation and regulations applicable to our sector. We did not record significant non-compliance related to **quality, health and safety, environmental issues, human rights, free competition, sustainability, or product marketing and labeling**. Likewise, we were not subject to proceedings, fines, or sanctions, reflecting the strength of our controls and our commitment to responsible management.



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Compensation and Salary Increase Policies

We manage employee compensation under formal guidelines aimed at ensuring fairness, internal consistency, and competitiveness within the labor market. Our Compensation Policy applies to both administrative and operational personnel, guaranteeing clear criteria that recognize the responsibilities of each position and promote professional development.

The definition of salary structures is led by the Human Development and Corporate Social Responsibility area, which considers market references, current regulations, and job evaluations.

Adjustments are reviewed by the Personnel Administration area, taking into account performance, promotions, and business needs. For Senior Management, we maintain a compensation scheme composed of both fixed and variable components linked to the achievement of strategic objectives. For confidentiality reasons, we do not disclose specific details regarding the compensation of the Board of Directors and General Management.

Through this approach, we promote consistent salary management aligned with our values and focused on strengthening employee commitment and long-term sustainability. **(GRI 2-19) (GRI 2-20) (GRI 2-21)**



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3.2

Ethics, Compliance, and Transparency

- **85 % of employees trained in ethics, integrity, and the use of the Ethics Hotline.**
- **56 cases managed and closed under our internal procedures.**
- **Strengthening of the reporting channel through the incorporation of WhatsApp as a new reporting mechanism.**
- **0 confirmed cases of corruption during the reporting period.**

We foster an organizational culture grounded in ethics, transparency in our actions, and strict compliance with current regulations. We do not tolerate practices such as bribery, corruption, or any unlawful conduct, and we ensure that all our operations are carried out under strong and responsible principles.

Our conduct is supported by the Code of Conduct and Ethics, the Internal Work Regulations (RIT), and the Anti-Corruption Policy, which establish precise guidelines to prevent conflicts of interest, fraudulent acts, and improper conduct. In addition, we manage

a risk matrix that enables us to anticipate, assess, and reduce potential exposures related to irregular behavior.

As part of this commitment, we hold the Business Alliance for Secure Commerce (BASC) certification, which supports the implementation of secure and reliable business practices. Likewise, we align our operations with the Fair Trade approach, promoting labor and commercial relationships based on fairness and respect toward employees and suppliers.

(GRI 3-3)

“These actions reinforce our social responsibility and strengthen our commitment to business ethics, sustainable development, and stakeholder trust”.

OUR 2025 ACHIEVEMENTS

Below are our main achievements in ethics, transparency, and regulatory compliance during 2025:

We consolidated the implementation of our new Ethics Hotline provider, KPMG, strengthening the channel's independence and confidentiality.

We incorporated a WhatsApp reporting channel, which became the second most-used reporting mechanism after the web channel.

We reached 85% of employees (2,498 workers) through training and awareness programs on the use of the Ethics Hotline and compliance with the Code of Conduct and Ethics and the Internal Work Regulations.

We strengthened our prevention, detection, and management mechanisms for conduct misaligned with our corporate values.

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Operations Assessed to Determine Corruption-Related Risks

“ During 2025, we conducted internal audits covering 50% of our production and support processes as part of our preventive risk management approach and efforts to strengthen the internal control system.

These evaluations allowed us to identify potential risks related to corruption, although no confirmed cases of this nature were identified.

The main risks identified were associated with processes with higher exposure levels, such as procurement and contracting, where conflicts of interest, lack of transparency in supplier selection, or improper use of approval authority could arise. We also identified opportunities for improvement in information and documentation management, particularly in processes with

high manual intervention or limited automated controls. As a result, we issued recommendations aimed at strengthening internal controls, improving oversight mechanisms, and reinforcing a culture of integrity. Regarding the Ethics Hotline, we investigated a report concerning an alleged fraud case and dismissed it after finding no evidence supporting an act of corruption. (GRI 205-1) (GRI 205-3)



“ We closed 2025 without reporting any cases of corruption, the result of a cross-functional management approach grounded in transparency. This performance demonstrates our commitment to regulatory compliance and ensures ethical engagement with all our strategic stakeholders.



Code of Ethics and Conduct

Our Code of Ethics and Conduct brings together the principles and values that guide the actions of our Senior Management, employees, suppliers, and strategic partners. More than a regulatory document, it defines expected behaviors and strengthens a culture based on integrity, transparency, and responsible management. In addition, it incorporates guidelines related to environmental, social, and governance (ESG) matters, extending this commitment throughout our value chain.

To ensure its implementation, we train new employees on our ethical standards and, upon completion, they sign the code as a demonstration of commitment. In parallel, we promote the review, acceptance, and signing of this document by our suppliers, while also establishing goals aimed at progressively increasing their level of adherence



[Learn More About Our Code of Ethics and Conduct](#)

Ethics Committee

To safeguard the security of our operations and ensure compliance with the Code of Ethics and Conduct at TDV, throughout 2025 we maintained an active committee responsible for investigating and following up on potential violations, as well as defining and applying the corresponding disciplinary measures according to the severity of each infraction.

At the close of 2025, this committee was composed of the following members:



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FUNCTIONS OF THE ETHICS COMMITTEE

✓ Propose updates to be incorporated into the Code of Ethics and Conduct.

✓ Address inquiries regarding the scope of the code.

✓ Provide guidance to those responsible for determining whether a situation constitutes a violation, as well as applying the corresponding sanctions.

✓ Promote the values and behaviors encouraged in the code.



The Ethics and Conduct Committee held meetings throughout 2025 to address cases related to breaches of corporate integrity. These included deviations from established procedures and the improper use of institutional resources, ensuring compliance with our internal standards.

To address this situation, we strengthened corrective actions with an emphasis on improving internal communication. Leaders of the areas involved provided direct feedback to their teams, reinforcing the importance of strictly complying with procedures and using company resources responsibly and ethically. Through these actions, we seek not only to correct specific behaviors, but also to strengthen awareness of integrity in daily work, in line with our commitment to maintaining a safe, respectful, and ethical environment.



TDV Ethics Hotline



At TDV, we believe that ethics, transparency in our actions, and mutual respect are the foundation of long-lasting relationships with employees, clients, shareholders, suppliers, and other stakeholders.

Therefore, we foster an environment of trust and shared responsibility by promoting the active use of our formal channels to raise inquiries, alert potential irregularities, or report any breach of our Code of Conduct and Ethics.

As part of our institutional strengthening process, in 2025 we maintained our TDV Ethics Hotline, whose administration became the responsibility of the international firm KPMG. This improvement reinforces our grievance management system through a secure, independent, and accessible platform that guarantees the objective, confidential, and professional handling of every case received.

Through these actions, we reinforce our commitment to an ethical and transparent organizational environment, where every decision is grounded in strong principles and the responsible fulfillment of our obligations. To support this, we make the following channels available to our stakeholders for inquiries, suggestions, and reports: **(GRI 2-26)**



Toll-Free Hotline:
0-800-1-8106
M-F: 8:00 a.m. a 6:00 p.m.



WhatsApp Channel:
+54 91144095782 (24 hours)



Website:
lineaeticatdv.lineaseticas.com
(24 hours)



Email:
lineaeticatdv@kpgm.com.ar



In-Person Interview:
Internal Audit
Management Office
(Chincha Office – Lima Office)



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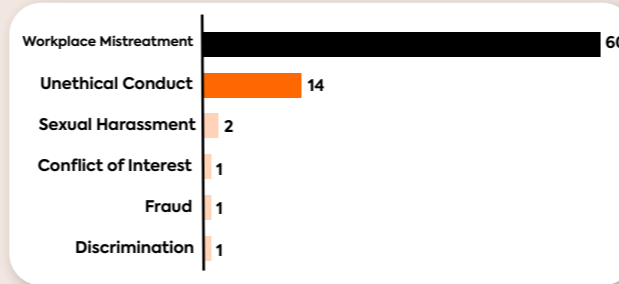
TDV Ethics Hotline Reports

During 2025, TDV received a total of 79 reports through our Ethics Hotline, our formal channel designed to promote transparency and compliance with our corporate principles. **(GRI 2-16) (GRI 406-1)**

Of this total, 23 reports were deemed inadmissible following the initial assessment, while 56 cases were analyzed and closed in accordance with established internal procedures.

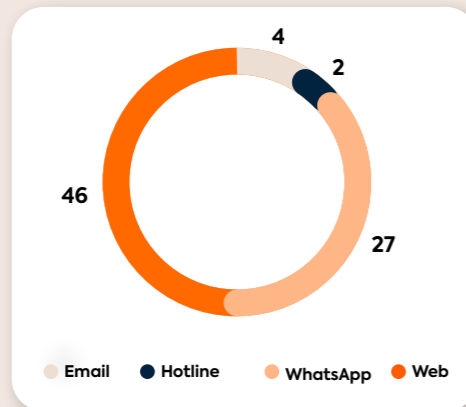
In addition, 8 cases related to unethical conduct were recorded, associated with non-compliance with internal policies and the improper use of organizational resources. These cases were managed under our prevention and internal control model, and the corresponding measures were applied.

Types of Reports

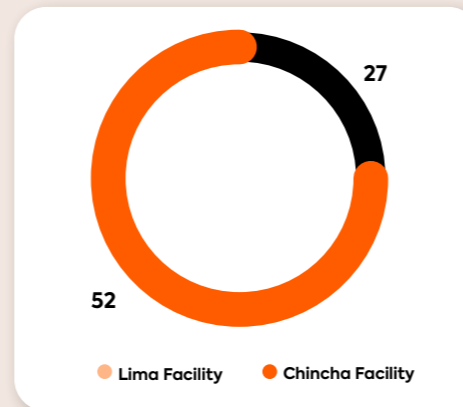


The highest incidence corresponded to cases related to workplace mistreatment, with 47 reports primarily associated with inappropriate interactions among employees or from direct supervisors. Although some reports were dismissed, **confirmed cases revealed opportunities for improvement in workplace climate management and leadership practices.**

Reports by Channel



Reports by Facility



As a response, we strengthened engagement with leaders across different areas by promoting dialogue spaces and reinforcing leadership and teamwork skills. At the same time, we continued our annual ethics and conduct training programs for all employees, consolidating an organizational culture grounded in respect, integrity, and fair treatment.

In 2025, we also continued strengthening our comprehensive approach to preventing and addressing inappropriate conduct, with special attention to workplace mistreatment and discrimination. Through training programs and awareness-building initiatives, we provided employees with tools to identify, prevent, and report these situations.

Likewise, we reinforced ethics and integrity training by incorporating content related to the prevention of corruption and fraud, in line with our Internal Work Regulations (RIT) and Code of Conduct and Ethics. These actions contribute to consolidating a workplace environment based on respect and transparency.

“We reaffirm our commitment to ensuring safe and fair workplaces, maintaining consistency with the principles and values that define us as a company”.

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Communication and Training on Anti-Corruption Policies and Procedures

In 2025, we strengthened our ethical management and corruption prevention efforts through internal campaigns and training initiatives aimed at reinforcing awareness and use of the TDV Ethics Hotline.

These actions are grounded in our regulatory framework — the Code of Ethics and Conduct and the Internal Work Regulations — as well as procedure AUD-PRO-02, “Confidential Reporting Channel – Ethics Hotline,” which defines the enabled reporting channels, the roles of the Ethics Committee, whistleblower protection measures, and case management processes.

During the reporting period, we trained 85% of our employees (2,498 people) across both facilities, including operational personnel and leadership teams. These actions were complemented by a specialized session delivered by KPMG for middle and senior management on ethics, fraud prevention, and integrity. In addition, every new employee receives the Code of Ethics and Conduct and signs a declaration acknowledging awareness and compliance upon joining the company. **(GRI 205-2)**

Communication of Anti-Corruption Policies and Procedures by Employee Category and Region

REGION	EMPLOYEE CATEGORY	ATTENDANCE	PERCENTAGE
Lima and Chincha	Board of Directors	0	0%
	Employees	2,498	90%
Total		2,498	85%

Training on Anti-Corruption Policies and Procedures by Employee Category and Region

REGION	EMPLOYEE CATEGORY	ATTENDANCE	PERCENTAGE
Lima and Chincha	Board of Directors	0	0%
	Management and Deputy Management	12	100%
	Division and Department Heads	26	72.2%
	Technicians	2,460	84.9%
Total		2,498	84.9%

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85% of our employees were informed and received training on the TDV Ethics Hotline.

of our Lima and Chincha management teams received training on anti-corruption policies and procedures. **100%**

Likewise, in accordance with the principles established in our Code of Conduct and Ethics for Suppliers, it is essential that the companies with which we establish business relationships for the provision of products and services comply with the highest standards of integrity and ethics. This means that these companies must actively commit to anti-corruption practices, adopting a firm and clear stance against bribery, fraud, and other inappropriate conduct that could compromise transparency and legality. (SASB: CG-AA-430b.1) (SASB: CG-AA-430b.2)

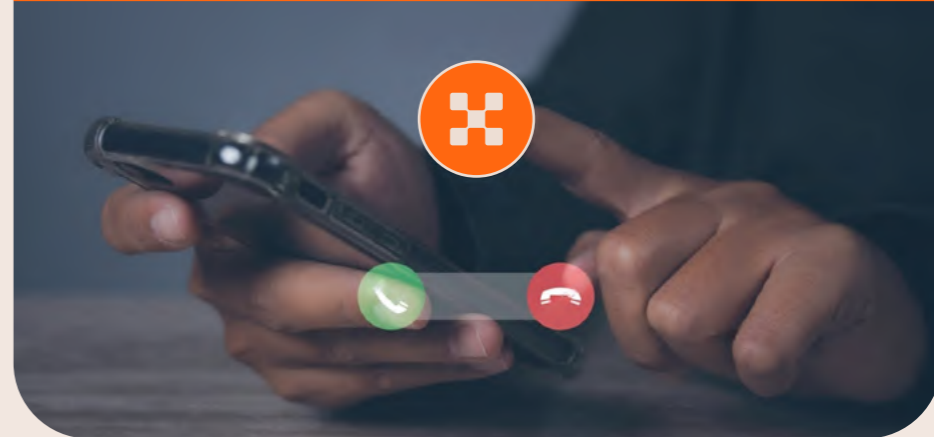
Future Projects

In the short term, we prioritize training 90% of our employees on the use and scope of the Ethics Hotline, strengthening prevention and the timely reporting of situations contrary to our guidelines.

In the medium term, we will implement the Audit Plan focused on production and support processes, with the aim of identifying risks, reinforcing internal controls, and ensuring regulatory compliance.

In the long term, we seek to consolidate a sustainable ethics and compliance system based on continuous improvement, risk prevention, and the strengthening of oversight mechanisms.

The ongoing evaluation of our integrity system has allowed us to identify the importance of reinforcing awareness in areas with a higher recurrence of reports and strengthening corrective actions aimed at reducing recurrence. These lessons have been incorporated into the update of policies and procedures, consolidating a preventive and continuous improvement approach in our ethics management.





3.3

Comprehensive Approach to Secure Management

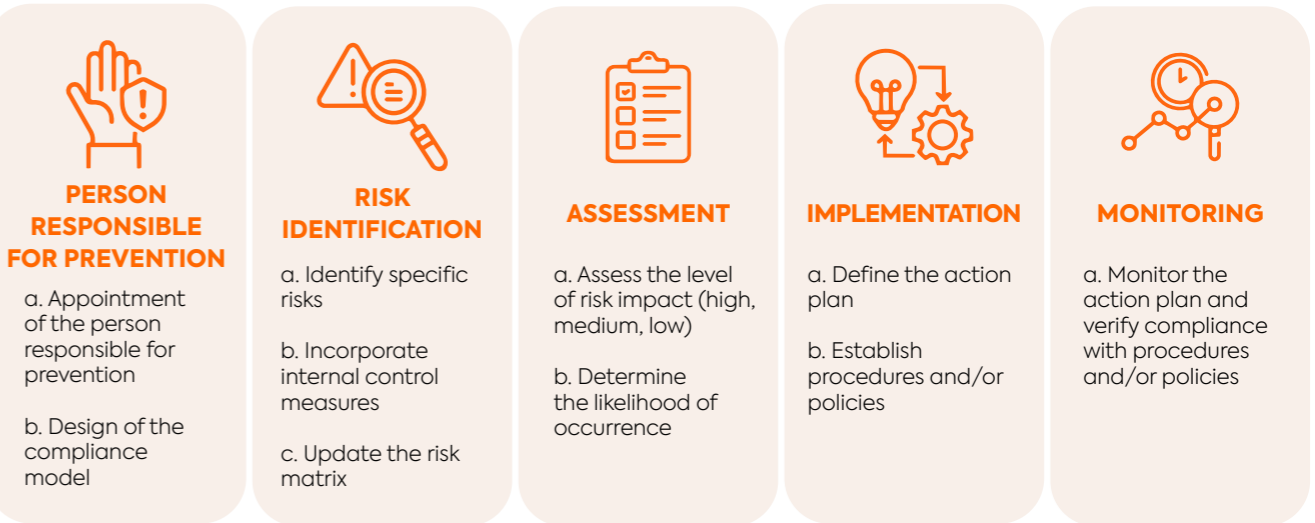
- We conducted 12 internal audits across production processes and support areas.
- We strengthened the internal control system through specific action plans.
- We prioritized critical risks through our Integrated Risk Matrix.
- We designed the 2026 Annual Audit Plan with a strategic and preventive approach.

We manage risks as a strategic pillar that allows us to anticipate, assess, and mitigate threats that may affect our operational, financial, environmental, and compliance objectives. Our approach integrates strategic, operational, information, and regulatory levels, ensuring that key processes are carried out under standards of control and transparency.

Management is coordinated through the Internal Audit area, which is responsible for executing the Annual Audit Plan and continuously evaluating the effectiveness of the internal control system. This approach enables us to identify critical processes, prioritize relevant risks, and strengthen business sustainability.

During 2025, the work of the Internal Audit area was based on the company's main production processes and Integrated Risk Matrix, allowing us to prioritize the areas with the highest exposure and conduct targeted audits on critical processes. This systematic approach strengthened the internal control system, increasing levels of transparency, operational efficiency, and reliability, while contributing to the responsible management of our economic, social, and environmental impacts. **(GRI 3-3) (Non-GRI Integrated Risk Management)**

To identify risks, we follow a structured process through the following stages, allowing us to conduct a complete and thorough review of each aspect assessed:



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Goals and Objectives

- ✓ Execute the Annual Audit Plan in accordance with prioritized risks.
- ✓ Ensure timely follow-up of action plans resulting from audits.
- ✓ Strengthen internal controls in critical production and support processes.
- ✓ Consolidate an organizational culture focused on prevention and continuous improvement.



Strengthening Our Risk Management

To strengthen a consistent risk management approach, we periodically monitor the action plans defined together with the responsible areas. This oversight allows us to confirm the implementation of committed improvements and promptly reduce the risks identified during each audit.



In 2025, we maintained the preventive approach of our risk management and conducted 12 audits across production and support areas, covering cross-functional aspects of the production chain and critical functions for proper operations. This work enabled us to continue strengthening internal controls and ensuring the continuity and efficiency of our processes.



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In 2025, we implemented the new Annual Audit Plan, designed to continue the reviews carried out in previous years while incorporating new strategic areas to strengthen risk management.

Through this roadmap, we conducted audits and reviews focused on key processes, reinforcing our internal controls, reducing vulnerabilities, and promoting a more efficient operation prepared for future challenges, aligned with our vision of sustainable growth and long-term value creation toward 2026. **(GRI 2-25) (Non-GRI Integrated Risk Management).**

Below, we present the most relevant risks identified at TDV for 2025, organized according to their category:



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Financial Risks

We conduct assessments focused on the main factors that may affect our financial health, reviewing aspects such as liquidity, solvency, economic performance, credit exposure, inventory management, and regulatory compliance. This analysis helps us identify early warning signs, adjust controls, and make more informed decisions to protect long-term financial stability.



Health and Safety Risks

We comprehensively manage risks related to Occupational Health, Safety, Environment, and Security (OHSES), as well as asset security. To do so, we analyze working conditions, verify the implementation of protection procedures, and review the effectiveness of control measures, with the aim of safeguarding our employees and protecting assets and facilities.



Operational Risks

We monitor production processes and their controls to ensure compliance with internal policies and established procedures. This review enables us to detect deviations, reduce vulnerabilities, and maintain operational continuity and quality standards, contributing to a more efficient and stable operation.



Information Security Risks

We review how information is managed and protected under the governance of the IT area, verifying controls to maintain data confidentiality, integrity, and availability. This work strengthens our cybersecurity posture and reduces exposure to unauthorized access and other cyber threats.



Our 2025 Achievements

Below are our main achievements related to risk management during 2025:



We conducted a total of 12 audits, covering operational and support areas, including parts of the production process chain and critical functions for its proper operation.



We designed and implemented a joint action plan aimed at ensuring the timely execution and follow-up of the recommendations issued during each audit.



We strengthened the internal control system in strategic areas, optimizing processes identified as having opportunities for improvement.



We developed the 2026 Annual Audit Plan, incorporating new priority areas and processes based on risk analysis and the organization's strategic objectives.



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Climate Change-Related Risks and Opportunities

We maintain a climate risk and opportunity matrix that enables us to anticipate the effects of climate change on our operations in Lima and Chincha. This identification process was carried out by contrasting acute and chronic physical risks at the national level with their potential impact on our facilities, assessing the severity of each risk to strengthen our response and adaptation capacity.

This analysis was developed under the conceptual framework of the IPCC and with reference to standards and guidelines such as TCFD, ISSB, SENAMHI, CENEPRED, and INGEMMET, among other competent institutions. Through this approach, we seek to strengthen climate risk management across our operations and areas of influence, minimizing negative impacts while identifying opportunities in an increasingly challenging environment.

Locations of Operations – Direct Physical Risks Derived from Climate Change

Operating Location	River Flooding	Droughts	Increased UV Radiation
Chincha Facility	Moderate	High	Moderate
Lima Facility	Low	High	Moderate
Surco Office	Low	High	Moderate

Based on the location of our operations, we identified drought as the climate risk with the highest exposure for TDV, due to the conditions characteristic of the Peruvian coast. Although rainfall associated with phenomena such as El Niño occurs during certain periods, it is often irregular and does not always offset long-term water scarcity. Therefore, we assess not only its environmental and operational effects, but also its potential economic implications for the company.

Assessment of Physical Climate Risk Trends Toward 2050

Operating Location	Precipitation	Minimum Temperatures	Maximum Temperatures
	2050 Projection		
Chincha Facility	-(15–30%)	+(2–2.4°C)	+(2–2.4°C)
Lima Facility	+(15–30%)	+(2–2.4°C)	+(2–2.4°C)
Surco Office	+(15–30%)	+(2–2.4°C)	+(2–2.4°C)

Based on this analysis, we identified the most relevant climate risks as regulatory risks related to new requirements from destination markets; economic risks associated with adaptation costs, competitiveness, and potential production reductions; operational risks linked to supply chain sustainability and new obligations regarding textile waste; reputational risks related to increasing demands for transparency; and market risks associated with changing consumer preferences and growing competition. **(GRI 201-2)**



Future Projects

Looking ahead to 2026, we will strengthen our preventive approach by expanding the scope of audits and internal reviews. The new Annual Plan includes targeted evaluations of critical processes and monitoring the effectiveness of implemented corrective actions.

This approach will allow us to reinforce our response capacity to emerging risks, improve operational efficiency, and consolidate strong standards of corporate governance and compliance.

Risk management not only enables us to protect business continuity, but also to build trust among our stakeholders. Through systematic audits, ongoing monitoring, and continuous improvement, **we strengthen the transparency, efficiency, and sustainability of our operations**, ensuring a more resilient organization prepared for future challenges.



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3.4

Economic Performance and Distributed Value

- **USD 88.6 million in Economic Value Generated (EVG).**
- **USD 88.2 million distributed to our stakeholders.**
- **USD 0.39 million in Economic Value Retained (EVR).**
- **Access to financing through innovation projects and competitive funding programs.**

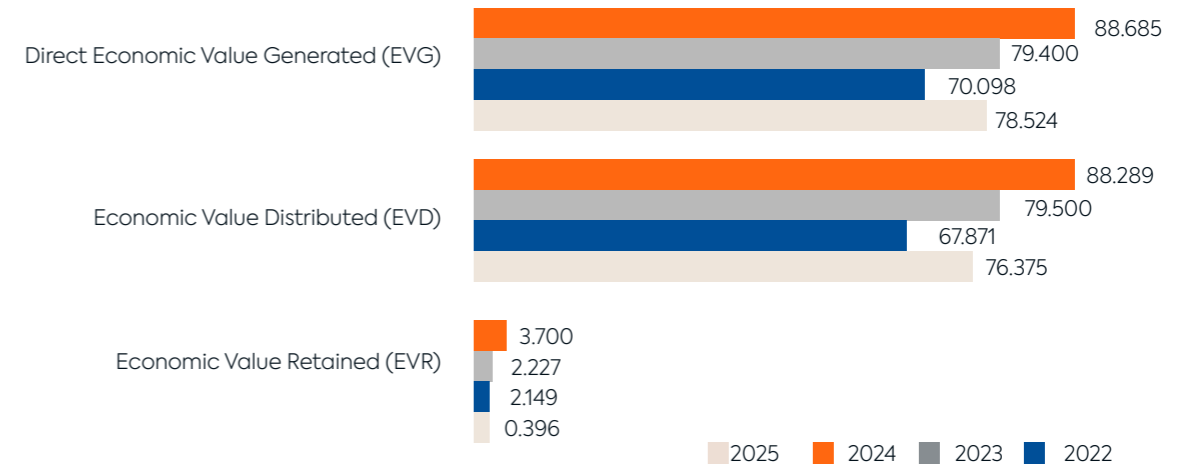
At TDV, we manage our economic performance through an approach that integrates financial growth, sustainability, and shared value creation. We firmly believe that strong economic performance is only possible when managed responsibly, efficiently, and innovatively, ensuring a positive impact on our stakeholders, the environment, and society.

This approach enabled us to maintain business continuity, respond promptly to market demands, and strengthen our commercial relationships.

Throughout 2025, we continued strengthening our financial management in a challenging context for the industry, promoting strategies focused on resource optimization, operational efficiency, and continuous improvement.

In addition, we promote sustainable financing through our Strategic Projects area, which drives participation in competitive funding programs and innovation initiatives. These resources are allocated to technological development and the implementation of solutions that improve our operational and environmental performance, contributing to a more resilient, competitive, and future-ready management model.

Direct Economic Value Generated, Distributed, and Retained
(In USD millions) – Updated with 2023, 2024, and 2025 data



*2025 data converted from thousands to millions for consistency.



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Goals and Objectives

- ✓ Ensure sustainable and resilient economic performance.
- ✓ Strengthen access to financing for innovation and sustainability projects.
- ✓ Optimize operational efficiency and resource use.
- ✓ Integrate environmental criteria into investment decisions.
- ✓ Generate shared value for our stakeholders.

Our 2025 Achievements

Below are the main economic results achieved:

- ✓ We generated USD 88.6 million in Economic Value Generated (EVG).
- ✓ We distributed USD 88.2 million in Economic Value Distributed (EVD) to our stakeholders, including employees, suppliers, the State, and communities.
- ✓ We retained USD 3.6 million in Economic Value Retained (EVR), strengthening our financial position.
- ✓ We accessed financing through co-funded projects focused on innovation and sustainability.

Future Projects

We will continue promoting projects that strengthen our operational efficiency and sustainability:

Short Term

Implementation of a new ultrafiltration and reverse osmosis plant to increase water reuse.

Follow-up of the Cotton of Life program, promoting organic cotton cultivation in local communities.

Medium Term

Execution of open innovation projects co-financed by ProInnovate, aimed at optimizing resources and processes.

Development of High-Impact Sectoral Challenges, co-financed by ProInnovate, focused on traceability and circular economy.

Long Term

Installation of a polyester recycling plant, strengthening circularity within the production chain.

In a challenging environment for the industry, we strengthened our financial management through operational **efficiency, innovation, and access to sustainable financing**. This approach enables us not only to maintain a strong economic position, but also to move toward a more resilient, competitive business model aligned with the environmental and social challenges of today's context.

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3.5

Responsible Value Chain

We work collaboratively with international companies that integrate sustainability as a core axis of their strategy, incorporating environmental, social, economic, and governance (ESG) criteria into their decision-making processes. Our clients apply rigorous supplier evaluation and selection processes, ensuring compliance with demanding technical and sustainability standards throughout the value chain.

Our relationship with suppliers and contractors is framed within a procurement procedure that defines minimum quality requirements and specific guidelines that must be met. This framework enables us to build responsible commercial relationships aligned with our sustainability principles and commitments. Likewise, due to our international positioning, most of our buyers are located abroad, contributing to the strengthening of a globally responsible and sustainably oriented supply network.

Supplier Management and Evaluation

In 2025, we maintained and reinforced our sustainable supply chain management through our Supplier Code of Conduct and Ethics, which must be reviewed, accepted, and signed by all suppliers. This document establishes key guidelines on labor **standards, business ethics and integrity, and environmental stewardship, promoting best practices across all our commercial relationships.**



[Click here to access our Supplier Code of Conduct and Ethics.](#)

Likewise, in line with our commitment, we enrolled in a capacity-building program aimed at promoting engagement with local suppliers and strengthening the adoption of responsible **environmental, social, and ethical practices.** Through this initiative, we seek not only to ensure compliance with demanding standards, but also to consolidate business relationships based on transparency and sustainable development.

Below is the segmentation of our suppliers according to their geographic location:

TDV Supply Chain			
	2023	2024	2025
Total number of suppliers	827	802	820
Percentage of national suppliers	79 %	80%	86%
Percentage of foreign suppliers	21 %	20%	14%
Percentage of suppliers from Ica	5 %	5%	5%



Technical Criteria Evaluation

To maintain an organized procurement process aligned with our quality standards, we evaluate our suppliers based on **three fundamental criteria**.



These criteria are reviewed through a **scoring system**. If a supplier obtains a **score of 50%** or less, they are disqualified for failing to meet the established requirements. In addition, our **Integrated Management System (IMS)** monitors compliance with these guidelines, ensuring that the supply chain maintains strong and consistent performance.

ESG Criteria Evaluation

Since **2023**, we have established ESG criteria to incorporate environmental, social, and governance considerations into supplier evaluations. In an initial phase, we applied this approach to **50 strategic suppliers**, identifying gaps and improvement opportunities within our supply chain.

In **2025**, no new evaluations were conducted; however, we plan to **reactivate and expand** this process in the coming periods, incorporating a supplier support component for local providers and extending the scope to a larger number of key partners. **(GRI 308-1) (GRI 308-2) (GRI 414-1) (GRI 414-2)**

Local Procurement

In 2025, we **maintained our sourcing approach** through two channels: local procurement and international procurement. When inputs are defined by the client, supplier selection and homologation are managed by the brand; however, in local procurement carried out within Peru, we maintain greater control over supplier contracting and monitoring.

During the year, we recorded a total contracted amount of **USD 26.2 million, with 177 suppliers and 4,306 purchase orders issued**. The largest share corresponded to domestic sourcing, mainly yarns (63%), while international purchases represented 11.83%. In all cases, we ensured alignment with the quality standards and ESG criteria required by our clients. **(GRI 3-3) (GRI 204-1)**

Amount and Percentage of Local Purchases During 2025

Supplier Type	Total Purchases in USD (MM)	Purchase Percentage	Number of Contracted Suppliers	Number of Purchase Orders Issued
Yarn	16.5	62.98%	14	431
Chemicals and Dyes	3.1	11.83%	39	488
Trims	3.5	13.36%	38	1572
Total	26.2	100%	91	2491



In 2025, our sourcing base was primarily concentrated within the country: **86% of our suppliers were domestic and 14% international**. Within the domestic group, 5% corresponded to local suppliers, reinforcing our commitment to stimulating the economy and strengthening the supply chain in the communities where we operate.



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04

Operations and Products: Innovation, Quality, and Efficiency





4.1

Operational Excellence

In 2025, we maintained our operational excellence approach, based on efficiency, process optimization, and risk reduction as key pillars of our management. We continued driving continuous improvement through management tools and methodologies that strengthen the performance of our operations.

To achieve this, we continued operating under our Integrated Management System (IMS), which enables us to monitor processes, identify improvement opportunities, and respond quickly to our clients' needs. The combination of technology, human talent, and world-class standards helps us anticipate industry challenges and consolidate an efficient and sustainable operation.



Likewise, we continued using the Balanced Scorecard (BSC) as a key tool to evaluate and measure our processes through strategic indicators. For this evaluation, we followed these steps: **(GRI 3-3)**

1



Identify critical operational processes that directly impact the delivery of products or services.

2



Define key performance indicators (KPIs) to evaluate the performance of each process.

3



Establish clear objectives and targets for each KPI (specific, measurable, achievable, relevant, and time-bound).

4



Measure and monitor performance through process and KPI tracking mechanisms.

5



Analyze results and continuously improve by implementing actions that sustainably enhance performance.

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The criteria used to evaluate operational efficiency improvement at TDV are the following:

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“ Thanks to this approach, we align our actions with the organization’s strategy, ensure compliance with demanding standards, and foster continuous improvement, contributing to customer satisfaction and business sustainability”.





4.2

Quality and Certifications

At TDV, we have developed an **Integrated Management System (IMS)** that enables us to ensure high standards in quality, environment, occupational health and safety, and social responsibility. This comprehensive approach helps us optimize our processes, minimize risks, and ensure regulatory compliance, aligning with the industry's best practices.

As part of this commitment, we maintain an Integrated Management Policy, which establishes the guidelines for consolidating an efficient, safe, and environmentally responsible operation.

Through our Integrated Management System (IMS), we promote a culture of continuous improvement in which every area actively contributes to operational efficiency, quality, and the sustainability of our operations. This system is supported by certifications that validate compliance with high-quality and environmental management standards, aligned with industry best practices.

Likewise, during 2025, we did not receive complaints or register non-compliance related to the labeling of our products. **(GRI 3-3)**

External ISO 9001 and ISO 14001 audits successfully completed with no non-conformities

Monitoring of key indicators with targets $\geq 90\%$ in control and compliance.

Integrated training sessions conducted at both facilities to **strengthen the Integrated Management System.**

Implementation of Fair Trade at the Lima facility, expanding our scope in responsible certifications.

Goals and Projects

As part of our evolution toward a more agile and innovative management model, we are developing two automation projects, with deliverables scheduled for mid-2025:



Document Digitalization Project



Internal Audit and Findings Report Automation Project

These advancements reflect our commitment to excellence, innovation, and continuous improvement, ensuring that our quality management evolves to meet future challenges.



Ensure follow-up and closure of Corrective Action Requests (CARs) above 90%.

Maintain Good Manufacturing Practices (GMP) in processes with a target $\geq 98\%$.

Maintain a culture of order and cleanliness $\geq 98\%$.

Achieve fewer than 5 non-conformities in external audits.

Achieve $\geq 90\%$ compliance with the internal audit program.



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Our 2025 Achievements

Below are our main achievements related to quality management and certifications during 2025:



We successfully passed the external ISO 9001 and ISO 14001 audits with no non-conformities.



We conducted integrated training sessions at both facilities (Chincha and Lima), strengthening knowledge of the Integrated Management System.



We implemented Fair Trade at the Lima facility, expanding our scope in certifications related to responsible practices.

To ensure optimal performance in quality management and certifications, we have established the following indicators:

Indicator	Target
Ensure compliance with management system processes through the recertification of integrated management systems.	90%
Ensure regulatory compliance through scheduled internal audits.	90%
Develop improvement projects with proven impact that optimize our processes.	2 projects
Strengthen the 5S culture across all areas under the Good Manufacturing Practices (GMP) approach.	95 %

Below are our main certifications:

Our certifications



“Each certification is more than a recognition; it is a commitment that drives us to exceed our own standards and build a more sustainable, competitive, and excellence-driven future”

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Future Projects

We continue strengthening our Integrated Management System through strategic initiatives.



Process Management

The Process Management project is aimed at the standardization, optimization, and continuous improvement of key and support processes, promoting greater operational efficiency and clarity in responsibilities.



Automation of document management

Focused on the digitalization and automated control of documentation, with the objective of ensuring traceability, timely updates, and compliance with regulatory and audit requirements.



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As part of our lessons learned, we reaffirmed the importance of process standardization, strict compliance with regulatory requirements, and strengthening a culture of continuous improvement at all organizational levels. These lessons have been incorporated through updates to internal policies, improvements in operational procedures, automation of document controls, and ongoing training, consolidating a stronger, more efficient management system aligned with our quality and sustainability commitments.





4.3

Innovation and Product Development

We integrate digital transformation, innovation, and sustainability as cross-functional pillars of our business model. We continuously renew our industrial infrastructure, incorporate new technologies, and evaluate sustainable raw materials to offer high-quality products aligned with our clients' specific requirements and international market trends.

Our management approach is based on policies focused on the use of eco-friendly raw materials, such as organic cotton and recycled fibers, as well as eco-efficient processes that optimize water and energy consumption. Likewise, we promote technological research and maintain ongoing coordination among the Development, Quality, and Production areas, documenting strategic agreements that ensure the integration of innovative criteria into our operations. This approach strengthens our competitiveness, contributes to reducing environmental impact, and promotes responsible practices throughout our value chain.



Integration of digital transformation, innovation, and sustainability as core pillars of the business model.



Development of new functional technologies, including BeSo®COOL and biodegradable DWR finishes.



Optimization of production processes by eliminating stages and improving operational efficiency.



Incorporation of sustainable raw materials and eco-efficient criteria into product development.



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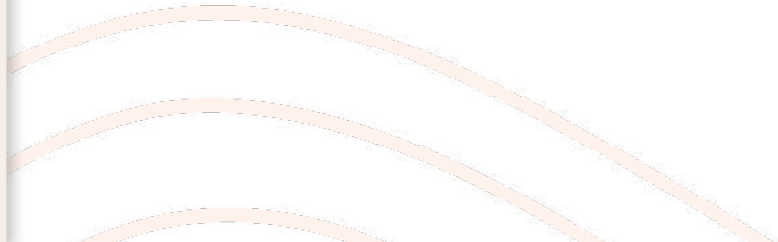
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Goals and Objectives

-  Incorporate eco-friendly raw materials and eco-efficient production processes into product development.
-  Integrate sustainability criteria into product design and customization for clients.
-  Align innovation and development indicators with the Sustainable Development Goals, especially SDG 9.
-  Strengthen coordination among the Development, Quality, and Production areas to ensure the implementation of strategic agreements.

Our 2025 Achievements

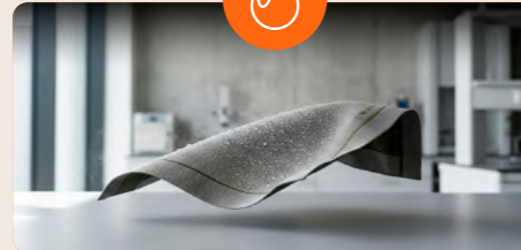
Below are our main achievements related to innovation and sustainable product development during 2025:



We eliminated the neutralization stage in the fabric dyeing process, **optimizing the production flow.**



We optimized carry-over product routes (straight-line products), **improving process efficiency.**



We developed **BeSo®COOL**, a technology that enhances moisture **transport, rapid evaporation, and thermal balance.**















We implemented **water-repellent finishes (DWR)** with biodegradable bases and bio-based raw materials, recognized for their **water repellency, breathability, and wash durability.**



2025 Innovation and Product Development Projects

Looking ahead to 2025, we continued implementing new projects aimed at optimizing processes, improving product circularity, and strengthening the use of sustainable materials, thereby ensuring an increasingly competitive offering aligned with global trends. Below are the main projects we executed:

PROJECT	DESCRIPTION	BENEFITS	MAIN ACHIEVEMENTS	PROGRESS RATE
 <p>BAMBOO VISCOSE</p>	 Bamboo viscose is a regenerated cellulose fiber obtained from bamboo cane pulp.	<ul style="list-style-type: none"> ✓ Competitive differentiation through the incorporation of sustainable materials aligned with responsible market trends. ✓ Attraction of new clients, especially those requiring eco-friendly materials. 	 Developments for client URBAN	
 <p>WATER REPELLENCY (DWR)</p>	 Textile finish that allows water to slide off without being absorbed.	<ul style="list-style-type: none"> ✓ Development of fabrics with finishes that prevent water absorption, keeping the fabric dry for longer while maintaining breathability. 	 Developments for clients ACAPELLA and JAANUU	
 <p>HEIQ COOL</p>	 Textile finish that cools the wearer even before the first sign of sweat appears on the fabric, maintaining a body temperature of 37.5°C.	<ul style="list-style-type: none"> ✓ Competitive advantage in specialized developments and optimization of the product portfolio 	 Product already applied in developments and pending laboratory performance evaluation.	

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PROJECT	DESCRIPTION	BENEFITS	MAIN ACHIEVEMENTS	PROGRESS RATE
	 Finish that provides a comfortable sensation by promoting moisture transport and rapid evaporation, resulting in a significant reduction in temperature.	 Competitive advantage in specialized developments and optimization of the product portfolio.	 Development completed by TDV – pending testing evaluations.	
	 Regulates the human body's temperature at a constant 37.5°C under variable temperature conditions.	 Competitive advantage in specialized developments and optimization of the product portfolio.	 Under development	
	 LYCRA® ADAPTIV fiber features a chemistry designed to provide benefits according to the wearer's needs at any given moment. At rest, the fiber delivers the right recovery force to maintain fit, shape, and compression as needed. When the wearer moves, it adapts to provide comfort in motion and stays in place, creating a second-skin effect that is easy to put on and remove.	 Competitive advantage in specialized developments and optimization of the product portfolio.	 Under development	



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Future Projects

Looking ahead to upcoming periods, we continue promoting initiatives aimed at strengthening the sustainability of our processes and products.

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The Fiber 52 project

seeks to evaluate and validate the feasibility of a sustainable preparation and dyeing process, for which the corresponding technical assessment has already been conducted.



The development of Bionature®

a dyeing range using eco-friendly pigments produced through environmentally responsible processes and ingredients, currently under development.

These initiatives reflect our commitment to continuous improvement and responsible innovation.



As part of our learning process, we aligned our measurement indicators with the Sustainable Development Goals, which enabled us to strengthen the monitoring of our targets and consolidate progress linked to **SDG 9 (Industry, Innovation and Infrastructure)**. This experience reaffirmed the importance of integrating sustainability into every stage of product development, consolidating an organizational culture focused on purpose-driven innovation and long-term sustainable growth.





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4.4

Sustainable Raw Materials



760 tons of natural cotton acquired under the Cotton of Life project.



Use of organic cotton, recycled cotton, and recycled polyester in our production.



Implementation of controls under GOTS, OCS, and GRS standards.



Ongoing monitoring of sustainable yarn volumes acquired.

We manage the use of sustainable raw materials through a comprehensive approach aimed at reducing environmental impacts and strengthening a responsible value chain. We prioritize lower-impact fibers, such as organic cotton and recycled materials, promoting a model aligned with sustainability and circular economy principles.

We oversee our raw materials from their origin to the final product, ensuring traceability, compliance with standards, and alignment with our environmental and social commitments. This management strengthens our competitiveness in international markets, contributes to reducing waste and emissions, and creates opportunities within sustainable production chains. At the same time, it involves challenges related to initial costs and dependence on suppliers that meet specific criteria.



To achieve this, we work under a comprehensive approach based on:



Selection of natural and sustainable fibers. We prioritize responsibly produced cotton, ensuring raw materials with lower environmental and social impact while reducing the footprint of our operations.



Integration of recycled materials. We promote the use of recycled polyester and other innovative alternatives to foster the circular economy, reduce the consumption of virgin resources, and minimize textile waste.



Value chain management. We monitor key stages, from raw material selection to final product manufacturing, verifying compliance with sustainability criteria at every process stage.



Collaborative work and certifications. We work alongside suppliers aligned with our vision and participate in international certifications, such as **B Corp**, to strengthen the traceability and sustainability of our raw materials.



Goals and Objectives

- ✓ Monitor the acquisition of organic cotton yarn.
- ✓ Monitor the acquisition of recycled cotton yarn.
- ✓ Monitor the acquisition of recycled polyester.
- ✓ Maintain traceability and compliance under GOTS, OCS, and GRS standards.

Our 2025 Achievements

Below are our main results related to the use of sustainable raw materials during 2025:

-  We maintained our participation in the **Cotton of Life** project, strengthening the value chain of organic cotton produced in the San Martín region.
-  We acquired **760 tons of natural cotton** from Filasur, a strategic partner in yarn production.
-  We transformed organic cotton yarn into garments that meet high standards of quality and sustainability, serving the demand of international brands such as Lacoste, Patagonia, and Lululemon.



Global Organic Textile Standard (GOTS)



Organic Content Standard (OCS)



Global Recycled Standard (GRS)

“Through this approach, we minimize our impact and position ourselves as agents of change for a more conscious and ethical textile industry”.

Likewise, we maintain a **GOTS, OCS, and GRS Process Manual**, which establishes strict controls to ensure **organic and recycled** production aligned with international standards such as **GOTS (Global Organic Textile Standard), OCS (Organic Content Standard), and GRS (Global Recycled Standard)**. This framework includes verification of **organic or recycled** composition, **traceability** throughout production, compliance with **social and environmental criteria, and product safety**. Thanks to these standards, we confirm that raw materials meet ecological production requirements and are free from restricted chemical substances. Their implementation covers textile and manufacturing processes and involves areas such as **Commercial, Logistics, Product Development, Warehousing, OHSES, HR & Social Responsibility, and Quality Management.** (GRI 3-3) (Non-GRI Sustainable Raw Material Use)



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Raw Material and ESG Risk Management

Access to essential inputs for the textile industry may be affected by various ESG factors, such as climate change, pressure on and scarcity of natural resources, labor conditions across the value chain, and the incorporation of new environmental requirements.

In response, at TDV we have defined our priority raw materials and assessed the main environmental and social risks that could compromise their supply. This analysis enables us to anticipate scenarios, identify opportunities, and establish management actions that strengthen the sustainability of our supply chain. **(SASB: CG-AA-440a.3)**

Priority Raw Material	Environmental or Social Factors	Discussion of Business Risks or Opportunities	Management Strategy
 <p>Organic Cotton</p>	<p>✔ Climate change impacts</p>	<ul style="list-style-type: none"> ● Climate variability and the increase in extreme weather events resulting from climate change have the potential to significantly affect agricultural activity, impacting the availability and quality of supply. ● Cotton, soil, and water are ecosystem components that directly depend on climatic conditions and may be affected by abrupt ecosystem changes, potentially compromising the supply of this raw material and putting TDV's profitability at risk. 	<p>Transition toward regenerative cotton farming practices, strengthening suppliers, and ensuring proper coordination from TDV.</p>
 <p>Recycled Polyester</p>	<p>✔ Raw material availability</p>	<ul style="list-style-type: none"> ● The availability of recycled polyester fibers depends on recycling systems, which may fluctuate according to demand and supply conditions, generating variations in costs and stock levels. Furthermore, as demand grows, pricing may become less competitive compared to virgin polyester. 	<p>Our clients indicate which suppliers to source from and ensure alternative supply options for continuous procurement. Additionally, we currently have a project aimed at building and sizing a recycled polyester plant to produce this input locally.</p>
 <p>ROC Cotton (Regenerative Organic Certified)</p>	<p>✔ Climate change impacts</p>	<ul style="list-style-type: none"> ● Climate variability and increasing extreme weather events may significantly affect agricultural activity, impacting supply availability and quality. ● Cotton, soil, and water depend directly on climatic conditions and may be altered by abrupt ecosystem changes, putting the supply of this raw material and TDV's profitability at risk. 	<p>Through the Cotton of Life project, we ensure a continuous and sustainable supply of ROC cotton while contributing to farmer sustainability. Certification guarantees that production respects people and the environment through agricultural practices that restore soil health, promote biodiversity, and help mitigate climate change.</p>
	<p>✔ Soil and water quality</p>	<ul style="list-style-type: none"> ● Traditional cultivation practices may negatively affect not only cotton quality but also soil health as a key natural resource. The adoption of sustainable agricultural practices represents an opportunity to avoid toxic compounds harmful to soil and water while improving cotton quality. 	<p>Sustainable agricultural practices and regenerative farming approaches focused on environmental stewardship and long-term soil recovery.</p>

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Selection of Certified Raw Materials

With a strong focus on excellence within our business model, we are committed to developing **durable and sustainable** products with the potential to be **reintegrated into new production processes**. This vision reflects our way of “dressing the world responsibly.” In close coordination with our clients, we promote circular approaches that integrate **certified raw materials** into the composition of our garments.

During 2025, our products were mainly manufactured using organic and regenerative cotton, recycled cotton, and recycled polyester. These raw materials are certified under standards such as **GRS (Global Recycled Standard)** and **GOTS (Global Organic Textile Standard)**, which validate traceability and compliance with demanding social and environmental criteria.

In this way, we ensure strict compliance with the sustainability and environmental performance standards required by our clients.

(SASB: CG-AA-440a.4)





Priority Raw Materials and Certifications			
Priority Raw Material	Purchased Quantity (metric tons)	Certified amount, per standard	
		Certification / Standard	Certified Amount
ROC Cotton	307.67	GOTS/OCS	100%
Organic Cotton	613.13	GOTS/GRS/OCS	100%
Recycled Polyester	215.65	GRS/OCS	100%

Use of Sustainable Raw Materials by GOTS/GRS Certification and Yarn Type (tons)					
Certification	Natural Cotton	Recycled Cotton	Polyester	Recycled Polyester	Total (t)
GRS	0.10	0.09	0	215.72	215.91
GOTS	145.40	0	0	0	145.40
OCS	843.92	1.02	0	0.04	844.94
Grand Total	989.42	1.11	0	215.72	1,206.25

At TDV, we actively participate in implementing a circular and regenerative economy approach, promoting socially and environmentally responsible practices. Through this, we seek to reduce the impacts associated with fast fashion within the textile industry. Below are the categories of sustainable raw materials incorporated into our products during 2025:

Use of Sustainable Raw Materials by Certification			
Certification	Total	Unit	Percentage of Total Yarn Purchased in 2025
GRS	400.33	t	17.90 %
GOTS	622.08	t	12.05 %
OCS	415.43	t	70.05 %
Total Yarn Purchased in 2025		1206.25 t	

Use of Sustainable Raw Materials by GOTS/GRS Certification and Yarn Type (%)					
Certification	Natural Cotton	Recycled Cotton	Polyester	Recycled Polyester	Total (%)
GRS	0.01 %	8.11 %	0 %	100 %	17.90 %
GOTS	14.70 %	0 %	0 %	0.00 %	12.05 %
OCS	85.29 %	91.89 %	0 %	0.00 %	70.05 %
Grand Total	82.02 %	0.09 %	0.00 %	17.88 %	100 %



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Future Projects



In the short term,

we will continue strengthening the Cotton of Life project, consolidating our participation in the sustainable supply chain and ensuring demand for all stakeholders involved.



In the medium and long term,

we plan to develop a recycled polyester plant within our facilities aimed at transforming PET plastic into reusable raw material for our production.



This initiative seeks to strengthen circularity and reduce dependence on virgin inputs.

“ The management of sustainable raw materials has allowed us to understand the importance of traceability, documented controls, and collaboration with strategic partners.

We will continue strengthening these mechanisms to ensure that our production processes remain aligned with our environmental, social, and long-term competitiveness commitments.”



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4.5 Trusted Relationships with Our Clients

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We manage relationships with our clients through a quality, innovation, and service efficiency approach. Our commitment to customer satisfaction is reflected in timely support, direct communication, and continuous improvement, enabling us to strengthen long-term business relationships.

Our strategy is based on three fundamental pillars: compliance, efficient service, and product quality. These pillars guide commercial and operational management, ensuring that every requirement is addressed under high technical standards and through permanent coordination among the involved areas.

Feedback from our clients, obtained through formal surveys and continuous follow-up, constitutes a key input for adjusting processes, optimizing decision-making, and keeping our operations aligned with their expectations. This ongoing dialogue strengthens trust, consolidates our reputation, and reinforces our positioning in international markets.

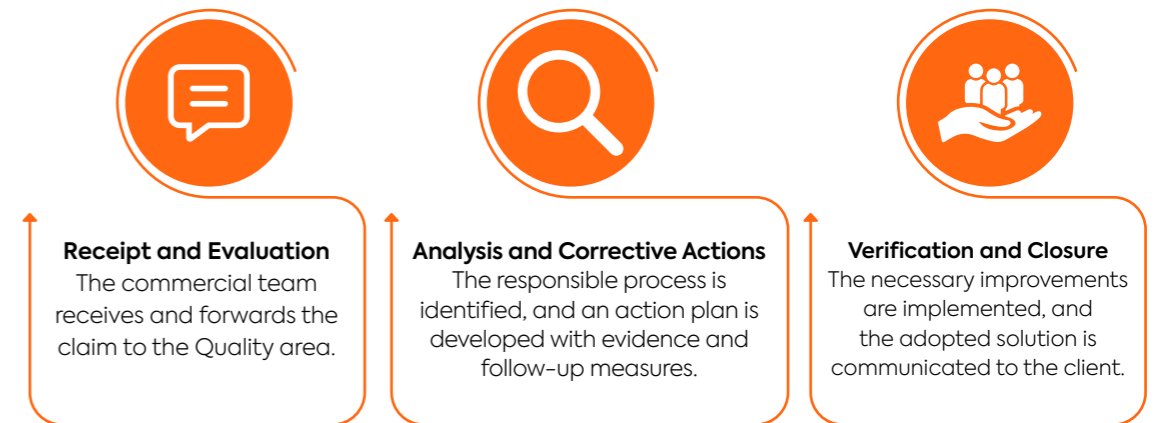
Goals and Objectives

- ✓ Achieve a customer satisfaction level ≥ 85%.
- ✓ Improve compliance with agreed quantities and deadlines.
- ✓ Strengthen commercial response and service times.
- ✓ Monitor On Time / In Full indicators.
- ✓ Manage claims promptly through corrective actions.

Effective Claims Management: Transparency and Continuous Improvement

We maintain a formal customer service channel managed by the Commercial area in coordination with the Quality department.

The process includes:



This approach not only allows us to address incidents in a timely and efficient manner, but also to turn each case into an opportunity for improvement. By managing situations in a structured way, we strengthen our products and services, prevent recurrence, and reaffirm our commitment to quality and customer trust.



Future Projects

In the short and medium term, we are prioritizing improvements in customer service and response times. Likewise, we are implementing enhancements in production and logistics planning to ensure compliance with quantities and deadlines under On Time / In Full indicators.

These actions seek to consolidate stronger business relationships and prevent deviations that may impact the customer experience.

Our 2025 Achievements

Below are the main results achieved during 2025:



We conducted a satisfaction survey in June, distributed via email, evaluating 10 attributes related to quality, sustainability, response times, and innovation.



We identified opportunities for improvement in quantity fulfillment, delivery times, production capacity, and pricing.



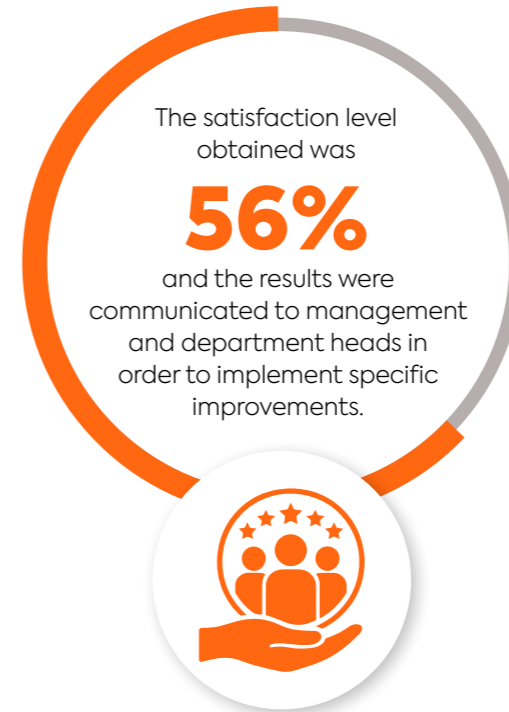
We managed 13 formal claims, all addressed through root cause analysis and documented action plans.



We strengthened the traceability of communications and customer requirements.



We reinforced coordination among the Commercial, Quality, and Production areas to ensure more efficient service.



During the reporting period, we identified the need to strengthen operational planning, optimize production capacity, and improve compliance with commitments undertaken. These lessons have been incorporated into our internal guidelines and into the ongoing monitoring of commercial indicators, using survey and claim results as inputs for decision-making. Through this, we continue strengthening a management approach focused on continuous improvement and the consolidation of trusted relationships with our clients.



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5.1

Environmental Management

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In **2025**, we maintained our commitment to responsible environmental management, aware of the challenges facing the environment and the need to take concrete actions to reduce our impacts. Therefore, we continued working on optimizing our processes, seeking a more efficient use of natural resources and an operation aligned with ecosystem preservation.

Our environmental management is guided by our **Sustainability Policy** and by the environmental commitments incorporated into our corporate bylaws. In addition, as a **BIC company**, we continue directing our efforts toward impact reduction based on **three main objectives. (DEGS 3.1.1)**

To ensure compliance with environmental regulations and continue reducing our environmental impact, we maintain an **Environmental Adaptation and Management Program (PAMA)** at our Chincha facility, where 80% of our operations are concentrated. This management instrument has been updated and aligned with **ISO 14001**, strengthening our practices and enabling us to identify environmental improvement opportunities.

Likewise, during **2025** we continued managing our environmental commitments in accordance with our **Environmental Management Instrument (IGA)**. As a result of this management, **no environmental sanctions or complaints** were recorded in our operations during the reporting period. **(GRI 2-27) (DEGS 3.1.2)**



Reuse water and improve efficiency in the consumption and management of water generated in our processes.



Improve energy consumption efficiency and transition our energy matrix toward lower-impact energy sources.



Implement a circular economy and efficient solid waste management throughout the value chain.



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Our 2025 Achievements (EMS)



We verified and offset **100% of our carbon footprint**, achieving the fourth star of Peru's Carbon Footprint Program.



81% of the operational areas at our Chincha facility are equipped with LED lighting.



We expanded our ultrafiltration and reverse osmosis plant, achieving up to **33% water recirculation**.



100% of cutting waste is recycled to manufacture blankets donated to communities.



All polyester used in our operations is **100% recycled**.



1,358.2 t of recycled waste generated at our facilities.



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Energy Performance at TDV

As part of our journey toward a more responsible operation, we remain focused on **reducing emissions** and transitioning toward cleaner energy sources. Through our **Sustainability Policy**, we promote the use of **renewable energy and the offsetting of our carbon footprint** through the acquisition of carbon credits, maintaining active participation in the voluntary carbon market. This commitment is supported by the **Board of Directors, General Management**, the Shareholders' Meeting, and our **international clients**, who encourage the adoption of concrete measures to address climate change. **(DEGS 3.3.1)**

In **2025**, we established strategic objectives to strengthen our climate management: **reducing our carbon emissions, offsetting the GHG emissions generated by our operations, and incorporating climate change-related measures into our policies and strategies**. Likewise, since 2024 we have been developing an **Emissions Reduction Plan** aligned with the guidelines of the **Science Based Targets initiative (SBTi)**, with the goal of progressively reducing our emissions by 2035 and advancing toward **carbon neutrality**. This roadmap guides the implementation of projects and actions aimed at reducing our carbon footprint and strengthening our response to climate change. **(GRI 3-3) (DEGS 3.3.2)**



Our 2025 Achievements

Below are the main advances in energy management during 2025:



We achieved LED lighting coverage in 81% of the operational areas at our Chincha facility, contributing to greater energy efficiency in our operations.



We achieved 100% LED lighting in the Cutting, Sewing, Dyeing, Knitting, and Screen Printing areas, optimizing energy consumption in key processes.



We operate 1,320 solar panels installed over an area of 5,000 m², with an approximate generation capacity of 500 kWh, strengthening our self-generation of energy and reducing dependence on conventional sources.





Energy Consumption at TDV

In **2025**, our total energy consumption reached **49,841,318.71 kWh**, representing an increase of **8.5%** compared to **2024 (45,943,053.00 kWh)**, in line with higher operational demand and production growth. This trend was accompanied by the continuation of our transition toward cleaner energy sources, prioritizing the use of **natural gas** over higher-impact fuels such as **diesel, LPG**, and gasoline. Likewise, electricity consumption at the plant responded to the increased use of equipment and facilities required by operations.

To determine our energy consumption, we applied a comprehensive measurement approach that includes data collection from **consumption bills, direct measurements, and operational records**. Additionally, we use conversion factors based on equivalencies between calories and other energy units, ensuring accurate evaluation aligned with international standards. Below is the total energy consumption at TDV: **(GRI 302-1) (GRI 302-4) (DEGS 3.2.4)**

Total Energy Consumption Within the Organization

Energy Consumption by Type	Unit	2023	2024	2025
Total energy consumption from non-renewable sources	kWh	32,739,147.51	35,413,667.51	38,835,903.71
Total energy consumption from renewable sources	kWh	9,925,036.00	9,963,564.00	10,443,412.00
Total purchased energy consumption	kWh	691,284.00	650,686.00	562,003.00
Total energy consumption	kWh	43,355,467.51	46,027,917.00	49,841,318.71

*For a detailed breakdown by source type and facility, please refer to the "Annexes" section.

Toward a Cleaner Energy Model: Use of Renewable Energy

In line with our environmental objectives, in **2025 we maintained** the integration of **renewable energy** into our energy matrix through self-generated electricity produced by **solar panels** installed at our **Chincha** facility. This energy source remains an important component in reducing our carbon footprint and strengthening our response to climate change.

Our facilities include **5,000 m²** dedicated to **1,320 solar panels**, supplying energy to different production areas and reinforcing a more efficient and sustainable operation.



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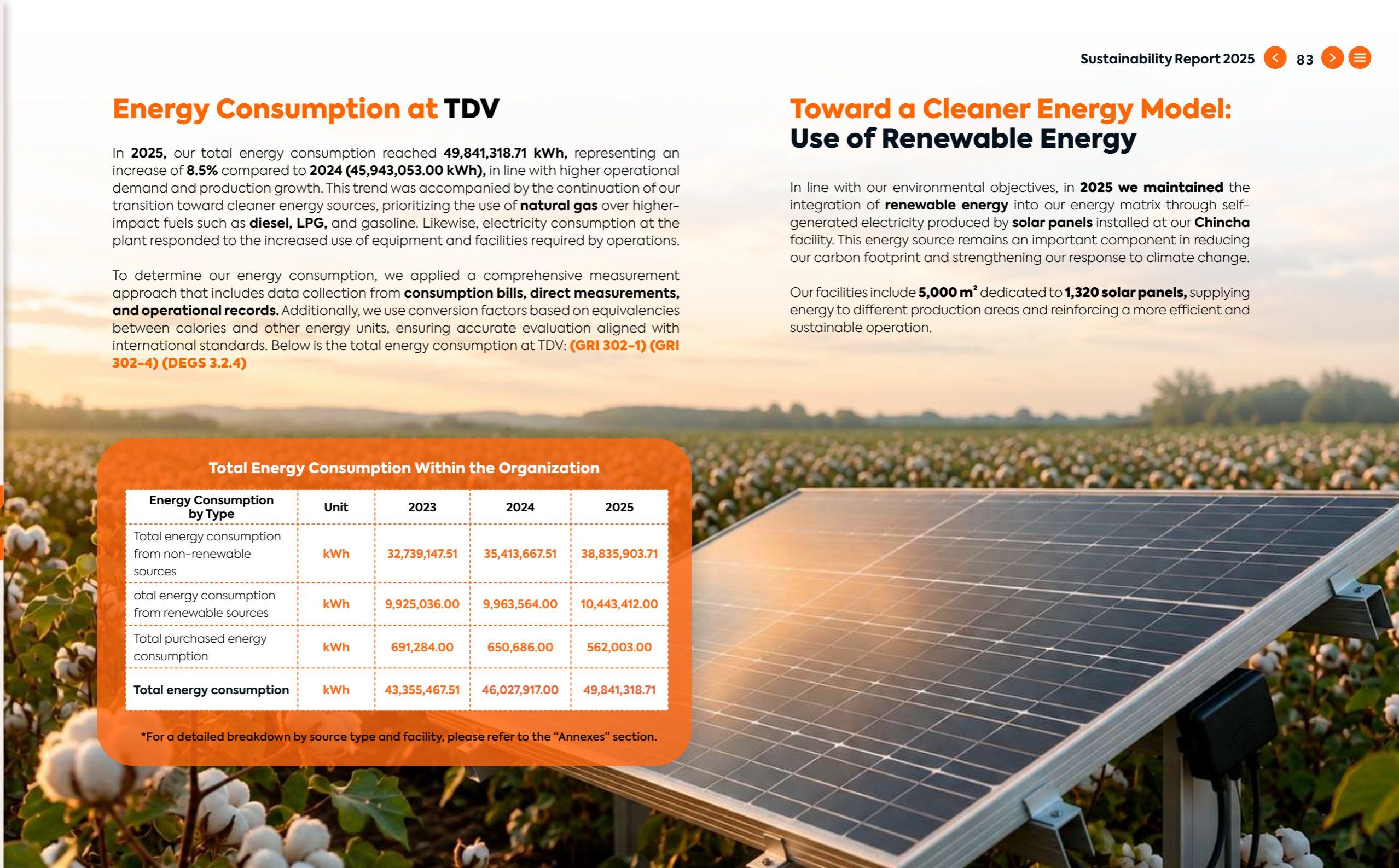
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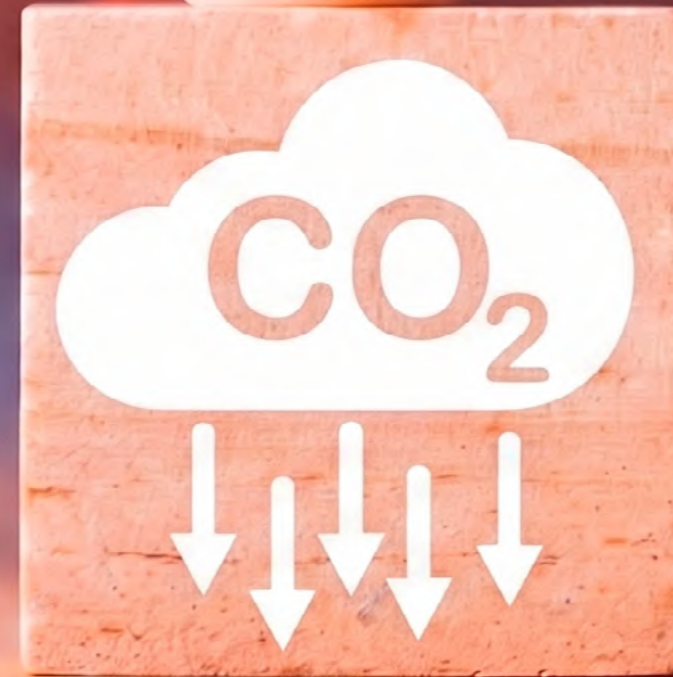


5.2

Climate Strategy and Decarbonization

At **TDV**, we recognize that the textile industry plays a significant role in addressing climate change. Therefore, in **2025 we continued our efforts focused** on reducing and **offsetting greenhouse gas (GHG) emissions, prioritizing the use of renewable energy and optimizing our production processes to reduce environmental impact.**

This commitment is supported by our clients and strategic partners, who value our ability to advance toward lower-carbon solutions. In line with our **Sustainability Policy**, we maintain objectives aimed at **reducing carbon emissions, offsetting emissions generated by our operations, and incorporating climate considerations into our policies and strategies. (GRI 3-3)**



Reduce our carbon emissions.



Fully offset greenhouse gas (GHG) emissions generated by our operations.



Incorporate climate change-related measures into policies, strategies, and national plans.



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Our 2025 Achievements

Below are our main advances in climate management and decarbonization during 2025:



We initiated the development of our **2035 Sustainability Strategy**, establishing a clear roadmap for short-, medium-, and long-term emission reduction goals.



We began the development of our **Decarbonization Plan**, aligned with the guidelines of the Science Based Targets initiative (SBTi), which will guide the implementation of actions to reduce greenhouse gas emissions. Under this framework, we project a **69.1% reduction in absolute Scope 1 and 2 emissions and a 66.4% reduction in Scope 3 physical intensity emissions by 2035.**



We offset our 2024 GHG emissions through the **MDL Wind Power Electricity Generation.**



We became the first textile company in Peru to obtain **4 Stars in the Peru Carbon Footprint recognition program**, awarded by the Ministry of the Environment, for our performance in measurement, verification, reduction, compensation, and supplier engagement related to our 2023 carbon footprint.



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Our Carbon Footprint

In **2025**, we continued managing our **carbon footprint** through a strategic approach, ensuring rigorous measurement and the implementation of actions aimed at reducing environmental impact. We perform this calculation annually under the **ISO 14064-1:2018** methodology, following an **operational control** approach and using methods aligned with the **IPCC Guidelines** and emission factors from recognized sources such as Infocarbono, the **IPCC Sixth Assessment Report (AR6, 2021)**, **MINAM (HdC Peru, 2023)**, and **DEFRA**.

Likewise, we continued advancing in the development of our **Emissions Reduction Plan**, aligned with the principles of the **Science Based Targets initiative (SBTi)**, as a roadmap for defining strategies and actions that will progressively reduce our emissions by 2035 and advance our commitment to becoming a **carbon-neutral** company.

The total emissions are broken down by scope type below:

Total GHG Emissions (tCO2eq)

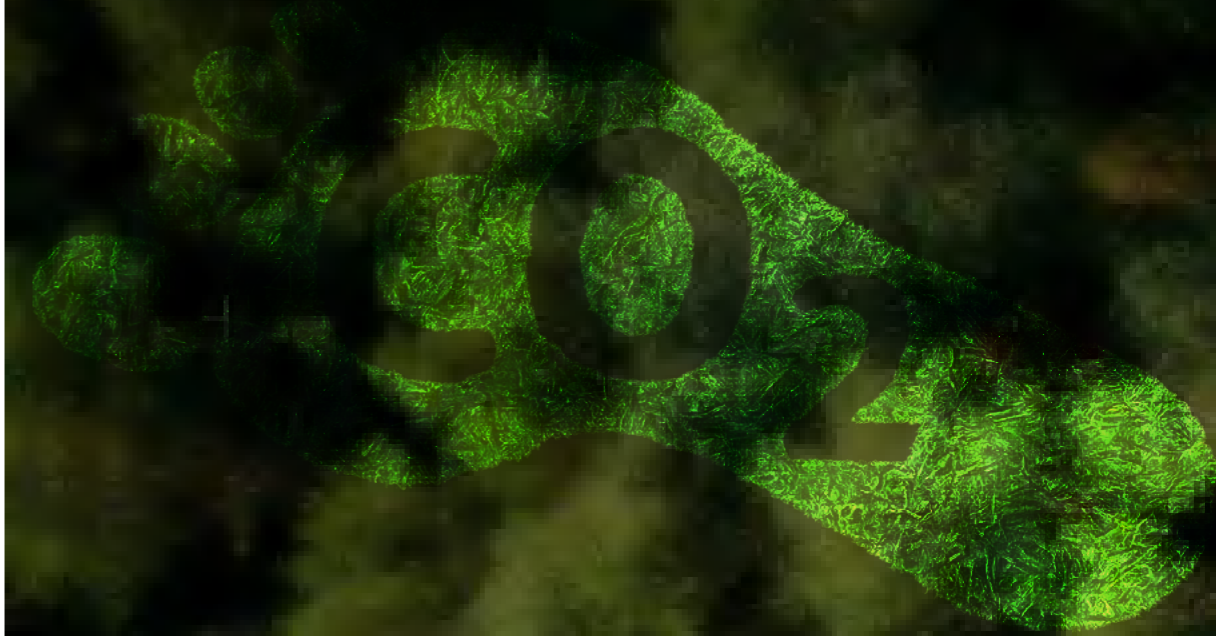
Emissions by Scope	Unit	2023	2024	2025
Scope 1 emissions	(tCO2eq)	6,293.44	7,343	7,281.65
Scope 2 emissions	(tCO2eq)	1,755.72	1,771	1,871.74
Scope 3 emissions	(tCO2eq)	14,015.98	16,005	15,353.30
Total Scope 1, 2, and 3 emissions	(tCO2eq)	22,065.14	25,119	24,506.69
Emissions offset	(tCO2eq)	29,333	25,119	24,367
Net emissions	(tCO2eq)	0	0	0

As a result of our latest measurement, **in 2025 we reached a total of 24,506.69 tCO₂eq, representing a 3.0% reduction compared to the previous year.**



This analysis included our operations in Chincha, Lima, and the Surco offices, and considered CO₂, CH₄, N₂O, and hydrofluorocarbon (HFC) emissions, all expressed in CO₂ equivalent. This information enables us to continue strengthening our decarbonization strategy and move toward a more sustainable production model.

(GRI 305-1) (GRI 305-2) (GRI 305-3) (GRI 305-5) (DEGS 3.2.1) (DEGS 3.2.2) (DEGS 3.2.3)



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Water Efficiency and Water Management



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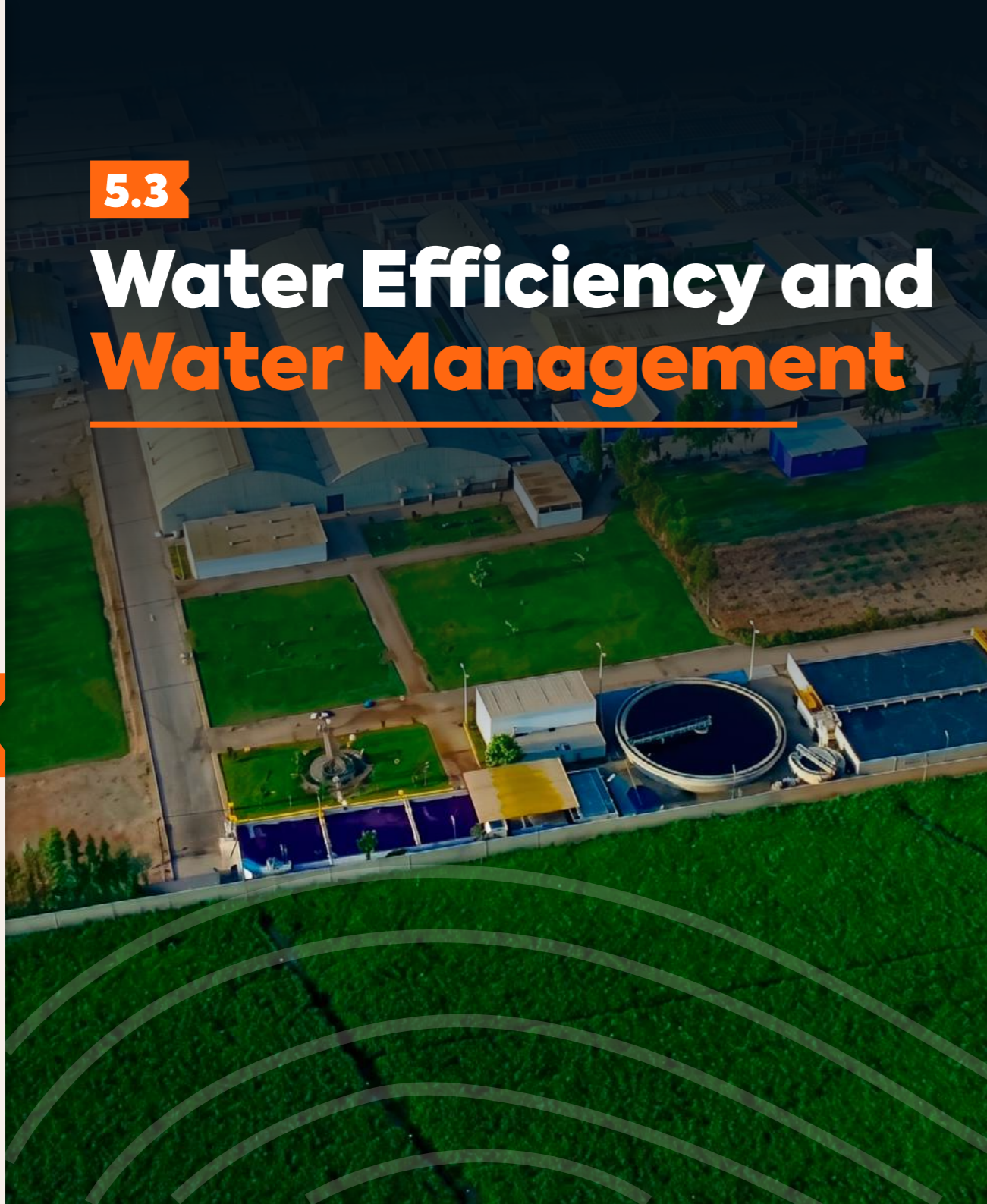
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Water is a key resource for the textile industry and is present in various stages of the process, such as **sizing, mercerization, cleaning, bleaching, printing, and finishing**. Aware of its relevance and the impact associated with its use, we maintain a strong commitment to responsible **water management**, recognizing that this resource is essential for the continuity of our operations.

Eco-efficiency in water use forms part of our environmental responsibility and our purpose as a **BIC company**. In this regard, we have established objectives focused on **reusing water, improving efficiency in water consumption and the quality** of water resulting from our processes, as well as **strengthening the biological treatment of industrial wastewater** and promoting its reuse through technologies such as **ultrafiltration and reverse osmosis**, aligned with a circular economy vision and SDGs 6 and 12. **(GRI 3-3)**

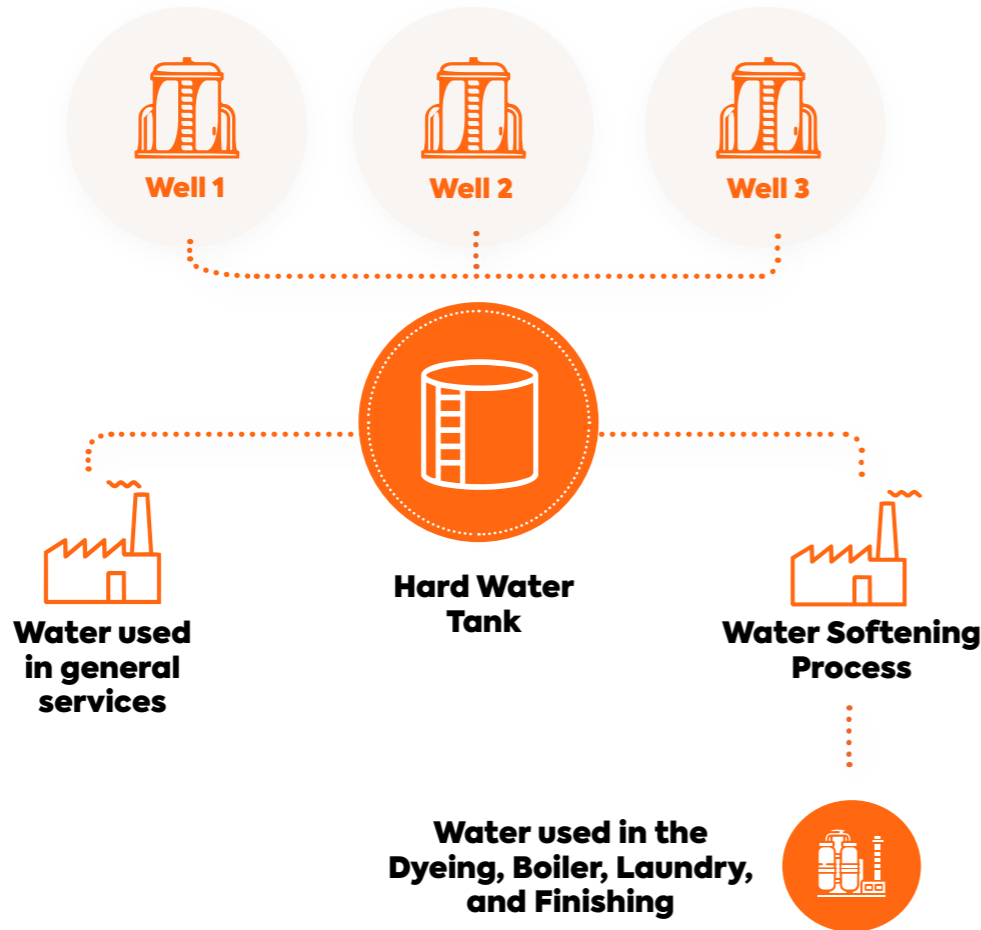
Water Supply Sources

We source water **through three** groundwater wells located at our **Chincha** facility, all licensed and supervised by the **National Water Authority (ANA)**. Before being incorporated into production processes, the water undergoes an **ion-exchange softening process** to ensure its quality.

Once treated, the water is used in key operational stages such as **dyeing, laundry, and boilers** for steam generation. In addition, we promote its use in complementary activities such as **cleaning, hygiene, irrigation, and dining facilities**. To monitor and optimize water use, we conduct daily readings of extraction meters in Chincha, recording and digitizing this information for internal control and **water footprint** measurement purposes. **(GRI 303-1) (GRI 303-3)**



Water Supply Flow at Our Chincha Facility



Water Withdrawal (GRI 303-3)

Water Withdrawal by Source Type	Unit	2023	2024	2025
Surface water	thousand m ³	10.266	10.70	11.57
Groundwater	thousand m ³	389.042	441.33	398.65
Seawater	thousand m ³	-	-	-
Produced water	thousand m ³	-	-	-
Total water withdrawal	thousand m ³	399.308	452.03	410.22

*For a detailed breakdown by source type and facility, please refer to the “Annexes” section.



It is important to mention that Chincha, located in the Ica region, is considered an area with high levels of water stress. Likewise, at our Lima facility, water supply is sourced through the Sedapal network, which issues monthly invoices that allow us to monitor consumption.

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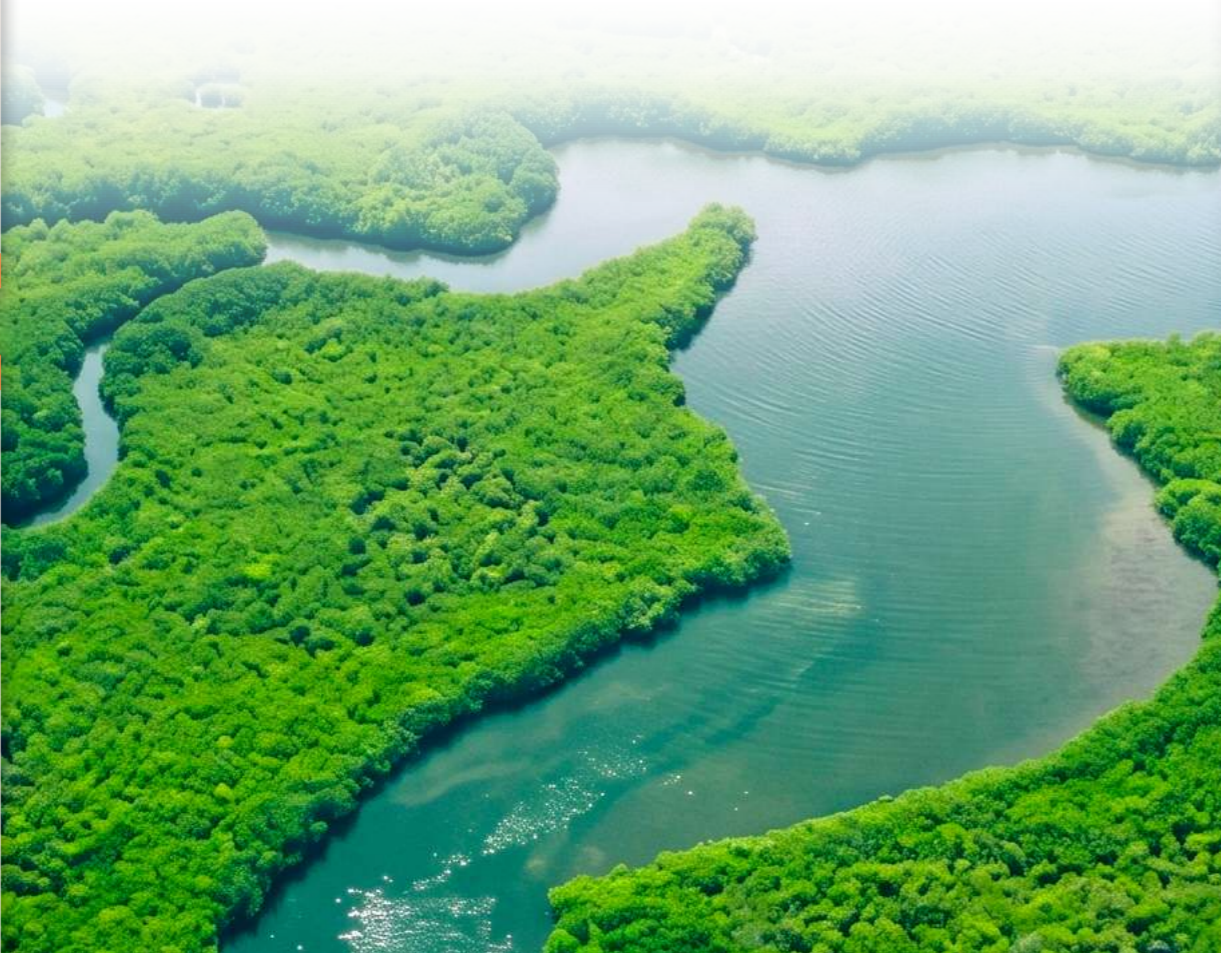
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Treatment of Our Effluents

We make strategic investments in **advanced technology** to optimize the treatment of liquid effluents generated by our operations. Through our **industrial wastewater treatment plant (WWTP)**, we apply biological treatment processes that ensure water quality before discharge, in compliance with environmental standards.

This allows us not only to reduce our environmental impact, but also to improve water-use efficiency and reinforce our commitment to sustainable water management.



Industrial Wastewater Treatment Plant (WWTP)

The industrial effluents or wastewater generated by our operations are treated using advanced treatment systems that include primary, secondary, and tertiary treatment stages:

Primary treatment

1

We apply a physicochemical process that includes the homogenization and neutralization of organic matter present in the effluents.

Secondary treatment

2

We implement biological processes through activated sludge systems, beginning with the oxidation of organic matter and concluding with sludge settling.

Tertiary treatment

3

This includes granular media filtration and a final chlorination stage, ensuring that treated water is even cleaner.





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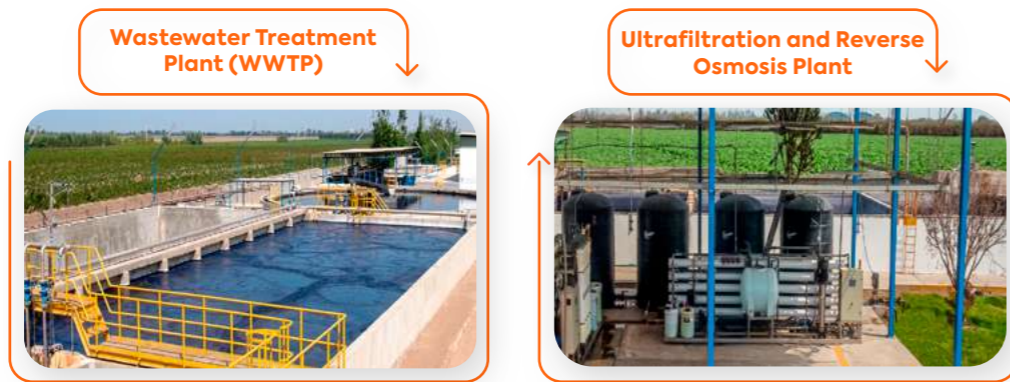
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Ultrafiltration and Reverse Osmosis Plant

Water previously treated in the WWTP undergoes an additional purification process in our ultrafiltration and reverse osmosis plant (WTP). Water recycled and recovered through this system is reincorporated into new production processes or, in some cases, donated to public institutions. The fraction that cannot be reused is discharged through physical means in the case of industrial wastewater or through public utilities in the case of domestic wastewater.

For the discharge of this wastewater, we apply high standards approved by the World Bank, in accordance with the Environmental, Health, and Safety Guidelines (2007), as well as the provisions established in Supreme Decree No. 004-2017-MINAM, National Environmental Quality Standards for Water. In addition, we conduct continuous monitoring to ensure that our effluents comply with the quality parameters required by current regulations.



“ 100% of our industrial effluents are treated at the wastewater treatment plant (WWTP) and the reverse osmosis ultrafiltration plant.”

Water Discharge (GRI 303-2) (GRI 303-4)

Water Discharge by Destination	Unit	2023	2024	2025
Surface water	thousand m ³	316.263	346.09	288.46
Groundwater	thousand m ³	-	-	-
Seawater	thousand m ³	-	-	-
Third-party water (total)	thousand m ³	-	-	-
Total water discharge	thousand m ³	316.263	346.09	288.46



Our 2025 Achievements

Below are our main advances in water management during 2025:



We reduced water consumption through the recirculation of treated effluents in our **ultrafiltration and reverse osmosis plant**, strengthening the efficient use of water resources.



We achieved **recovery of up to 33% of treated water**, reincorporating it into our processes and promoting more sustainable water management.



We reduced the demand for water extracted from our **three groundwater wells**, allowing us to remain below the established extraction thresholds for this resource.

Water Consumption at TDV

To manage our water consumption, we maintain an analysis based on **ISO 14046:2014**, which enables us to measure our **water footprint** through a detailed balance of water inputs and outputs within the operation. This process considers both direct consumption and other flows identified through electronic meter records and internal balances, thereby strengthening monitoring and decision-making regarding resource use.

In 2025, this analysis showed a total water consumption of **83.29 thousand m³**, above the figure recorded in 2024 (**78.39 thousand m³**). These results allow us to continuously monitor our water performance and identify improvement opportunities to further strengthen more efficient and sustainable water management.

Total Water Consumption at TDV (GRI 303-5) (DEGS 3.2.6)

Year 2023

81.7

Thousand de m³

Year 2024

78.39

Thousand de m³

Year 2025

83.29

Thousand de m³



*For a detailed breakdown by source type and facility, please refer to the "Annexes" section.



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Future Projects

We will continue strengthening our commitment to **efficient water management** and **responsible effluent** treatment. Looking ahead to **2026**, we will continue promoting initiatives aimed at optimizing the use of this key resource, reducing our environmental impact, and maintaining high standards of quality and sustainability throughout our operations.



Increased use of treated water. Optimization of ultrafiltration and reverse osmosis processes to reuse up to 60% of the resource in our operations.



Improvements in water efficiency. Optimization of formulas and modernization of machinery to reduce water consumption.



Water use traceability. Implementation of control points in each unit process to monitor and manage water resources more accurately.





5.4

Responsible Management of Chemical Products

We manage chemical products under a preventive and traceable approach aligned with international standards, ensuring their responsible use throughout our value chain. This management is key to protecting the health of our employees, ensuring the quality of our products, and minimizing environmental impacts.

The overall responsibility for this process lies within the Logistics area, which is responsible for the selection, evaluation, and acquisition of chemical products through certified suppliers, as well as their safe storage and transportation within our operations. In parallel, the Laboratory area plays a key role in validating technical specifications, developing efficient formulations, and verifying compliance with quality and environmental safety criteria.

Likewise, we manage the selection of chemical products by considering their hazard level and regulatory compliance. In this regard, we prioritize the use of inputs aligned with the

Manufacturing Restricted Substances List (MRSL) and the Restricted Substances List (RSL), ensuring that our operations remain free from restricted substances and aligned with the requirements of our international clients and markets.

Our management generates positive impacts across different areas. From an environmental perspective, it contributes to reducing hazardous substances and promoting cleaner production. From a social and human rights perspective, it protects the health and safety of our employees and nearby communities. From an economic perspective, it strengthens our competitiveness by complying with international standards and client requirements. As a priority topic, it also involves constant updating of regulations, operational control, and technical training. **(GRI 3-3) (SASB: CG-AA-250a.2) (Non-GRI Hazardous Chemical Substance Management)**



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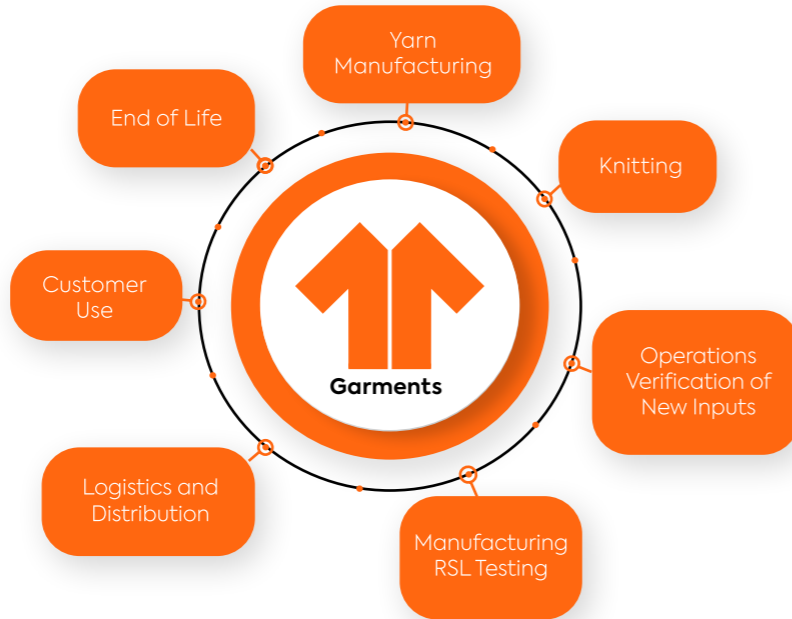
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Chemical Product Usage Flow at TDV



Regulation on the Use of Chemical Substances

We ensure regulatory and environmental compliance in the **management of chemical substances through strict controls** and the use of **specialized tools**. To achieve this, we use **BHive**, software that allows us to validate in real time the certifications of products intended for the manufacturing of garments.

This tool facilitates the verification that each input complies with the restricted **substances lists (RSL)** applicable according to the certifications and requirements defined by each client. **(SASB: CG-AA-250a.1)**

Our chemical management is based on **three key pillars**:

Assessment and Verification of Laboratories

We apply international standards such as **AATCC, ASTM, and ISO** to ensure the quality, safety, and performance of our products. In addition, **evaluations of restricted substances (RSL)** are carried out in accredited laboratories and through external suppliers, following protocols for each client, including textiles, prints, and trims. These tests are performed by laboratories accredited by third parties under the ISO/IEC 17025 standard.

Management of Restricted Substances

Restricted or prohibited substances are determined according to the certification required by each client and the international standards applicable. To this end, we manage lists that may vary depending on the client, prioritize criteria at a global level, and incorporate voluntary restrictions when appropriate, strengthening our risk prevention and management approach.

Management of Inputs and Suppliers

The sourcing of inputs is governed by our **Purchasing Policy** and the **BHive procedure**, which establish criteria for the selection of suppliers and the acquisition of materials. As part of our commitment to responsible management, some certifications currently used are supported by compliance with the environmental performance of the products used. In this regard, we continue advancing to ensure that 90% of the inputs used have certifications aligned with our environmental and social management approach, contributing to the efficiency of our processes.



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Below are the certifications that support responsible management of the chemical products used in our operations:

Certification Name	Description
	International certification that guarantees the use of organic fibers and verifies compliance with environmental and social criteria throughout the textile production chain, including restrictions on hazardous chemical substances.
	International standard that verifies the recycled content of products and ensures compliance with environmental, chemical, and social criteria throughout the production process.
	Certifies the management and monitoring of restricted substances throughout the supply chain and production processes. In addition, obtaining ZDHC Level 1 demonstrates our commitment to meeting international standards for responsible and sustainable manufacturing.

Our 2025 Achievements

We implemented the **BHive platform**, which enables comprehensive monitoring of the inventory of chemical products and the tracking of compliance with sustainability standards.

We strengthened control and traceability of chemical inputs, ensuring alignment with international standards such as **REACH, BHive, OEKO-TEX®, and ZDHC MRSL**.

We consolidated the use of products with certified chemical formulations, ensuring that our raw materials and processes are free from substances harmful to health and the environment.



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Our Goals and Objectives

We have established as our goal to achieve between **80% and 90% of chemical products compliant with the BHive and ZDHC MRS� standards**, as part of our commitment to safer and more sustainable production.

With a long-term vision, we project achieving **100% compliance by 2026**, positioning ourselves as a benchmark in the responsible use of chemicals within the textile industry.

We have identified that effective management of chemical products requires continuous and articulated updating among operational areas, technical teams, and sourcing, as well as the ongoing strengthening of technical capabilities. In this process, digitalization and traceability have proven to be key tools for improving control and decision-making.

As a result, we continue strengthening integrated, preventive management aligned with global standards, reaffirming our commitment to safety, sustainability, and the continuous improvement of our operations.

Our Future Projects

Continue strengthening the use of the **BHive** platform as a key tool for traceability, control, and monitoring of chemical products

Implement the **OEKO-TEX® Eco Passport for Outdoor Colors certification**, currently in the process of being developed by the laboratory for use, control, and compliance with MRS� standards.

Promote the transition toward cleaner chemistry, encouraging the replacement of substances with greater environmental impact by safer alternatives aligned with international standards.



5.5

Circular Economy and Waste Management

At Textil del Valle, we manage solid waste under a comprehensive approach that prioritizes prevention, reduction, and regulatory compliance. Our management is based on the Solid Waste Management Legislative Decree No. 1278 and Supreme Decree No. 0095-2018, enabling us to address the entire waste life cycle, from generation to final disposal, in a structured manner.

We begin with the **characterization of waste**, identifying the types generated at each production stage, which allows us to establish **minimization strategies** at the source and continuously improve the efficiency of our operations.

Waste is then segregated through color-coded standardized containers, incorporating specific criteria for reusable and recyclable materials. Subsequently, waste is transferred to temporary storage areas, including central storage for hazardous and non-hazardous waste, under conditions that ensure safety, traceability, and environmental compliance.

The next stage is the **collection and transportation** of waste **through authorized companies**, ensuring

proper disposal at sanitary landfills or safety facilities, depending on the type of waste. At the same time, we promote the **recovery of non-hazardous waste** such as cardboard, plastic, PET, textile scraps, and metals, through commercialization or reintegration into productive chains.

All management activities are supported by formal documentation, including manifests, guides, certificates of disposal, among others, and reported through the SIGERSOL platform, in compliance with current regulations.

This approach generates positive impacts by reducing pressure on sanitary landfills, optimizing resource use, and creating value from waste. However, we also recognize challenges associated with the proper management of special and hazardous waste, reinforcing its valorization.

Likewise, we continue advancing our circular economy strategy, incorporating the provisions established in Ministerial Resolution No. 281-2024, with the objective of transitioning toward a more efficient and sustainable production model.

(GRI 3-3) (GRI 306-1)



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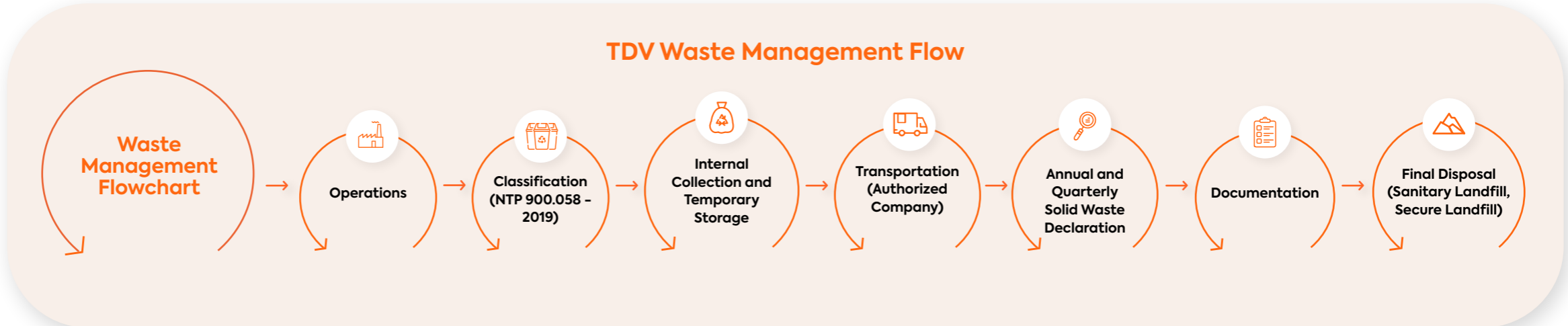
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In **2025**, we continued strengthening our solid **waste management through a circular economy approach**, aimed at the efficient management of resources generated across our production areas. These actions focused on reducing environmental impacts and improving the implementation of our **Environmental Management Plan and the Environmental Monitoring and Management Plan for Solid Waste**.

Likewise, we continued raising awareness about the environmental impacts associated with the generation of waste, promoting a more responsible and proactive management approach. As part of this focus, we continued ensuring the proper disposal of our waste through **authorized waste management operators**, as well as the **recovery of different industrial by-products** and the **recycling of textile waste**, contributing sustainably to the circular economy. **(GRI 306-2)**





Waste Generated

We maintain a comprehensive waste management process aimed at ensuring adequate handling and compliance with environmental regulations. This process covers the entire waste life cycle under the **PM 900.0582019** framework, including waste generation, waste characterization, temporary storage in designated areas and central storage areas for hazardous and non-hazardous waste, recovery and transportation by authorized companies, and final disposal. For this purpose, we classify waste according to its hazardousness and do not take advantage of food waste in sanitary landfills. Likewise, we maintain all required documentation and reports before **SIGERSOL. (GRI 306-3)**

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Segregation

We classify waste under the PM 900.058 2019 standard, incorporating color coding exclusively for non-hazardous waste. Waste is placed in containers in areas adjacent to plastic collection points.

Storage

We maintain waste storage facilities under conditions suitable for the ARI and hazardous waste storage areas. The ARI area is used as a conditioning center, classification center, intermediate collection points, and as a collection center.



Recovery

We commercialize non-hazardous waste such as plastic PET, paper, cardboard, chatarra, and textiles, with companies authorized for their reuse in productive processes.

Treatment and Disposal

We carry out treatment internally for the waste generated by a vaporizer approved for solid waste management (EO-RS). Hazardous waste is disposed of in authorized safety landfills and non-hazardous waste in sanitary landfills.

Documentation and Reporting

We handle waste through records, manifests, certificates, and collection tickets. We comply with mandatory reporting requirements through the SIGERSOL platform and maintain updated environmental records.



Our Goals and Objectives

With the aim of strengthening our management, we monitor key indicators that allow us to measure performance and guide our actions:

Amount of textile waste generated, with a focus on reduction in critical processes such as cutting.

Percentage of waste diverted from landfill, reaching more than 80% through recovery and reuse.

Increased recovery of textile waste and by-products, such as interlinings, threads, second-quality pieces, fabrics, among others, promoting their reintegration into new value chains.

100% compliance with regulatory reporting in SIGERSOL, ensuring transparency and traceability.

In **2025**, our operations generated a total of **1,781.31 tons of waste**, of which **1,726.57 tons** corresponded to non-hazardous waste and **54.74 tons to hazardous waste**. This result reflects the continuity of our waste control and traceability system, including, in the case of non-hazardous waste, **the sludge generated by our wastewater treatment plants (WWTP)**. **(GRI 306-1) (GRI 306-3) (DEGS 3.2.5)**

Total Waste (GRI 306-3)

Place of Operation	Unit of Measure	2023	2024	2025
Non-hazardous waste	Tons (t)	891.623	1,531.14	1726.57
Hazardous waste	Tons (t)	42.514	54.60	54.74
Total	Tons (t)	934.137	1585.74	1781.31

* For a detailed breakdown by type of waste and facility, please refer to the "Annexes" section.



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Our Future Projects



Strengthen waste valorization and increase the percentage of waste diverted from landfill.



Integrate circular economy criteria across the entire operation as part of our sustainability strategy.



Optimize environmental data management through process digitalization and automation.

Our 2025 Achievements

We strengthened internal training on waste management and circular economy, promoting a culture of responsible management across our production areas.

We maintained efficient solid waste management, ensuring proper disposal through authorized operators and promoting material recovery.

We promoted the valorization of textile waste and other residues, actively contributing to the circular economy.

We developed our Circularity Plan in partnership with the Sociedad Nacional de Industrias, establishing a roadmap to optimize resource use and reduce waste in our operations.



Featured Program: Abrígate Perú

One of our main programs is **Abrígate Perú**, an initiative that reflects our circular economy approach with social impact.

Through this program, we transform textile waste such as cotton, polyester, nylon, and blended materials into high-density blankets donated to vulnerable communities in the Peruvian highlands affected by frost and cold waves.

Since 2021, we have worked in partnership with the NGO Perú Pendiente, responsible for distribution and beneficiary registration, ensuring the traceability of the impact generated. The transformation of the waste is carried out by Tejidos Celeste, completing a cycle in which waste is converted into tangible social value.



During 2025, we reaffirmed that the circular economy is a key tool for reducing waste generation and optimizing resources. This learning has been incorporated into our sustainability strategy, promoting a more integrated vision between operational efficiency, environmental impact, and social value.

Circular Economy

We promote a circular economy model aimed at optimizing resource use, reducing waste generation, and reincorporating materials into the production cycle. This approach is integrated across our operations, directly impacting process efficiency and the sustainability of our value chain.

Our goals and objectives are focused on improving environmental and operational performance through clear indicators that allow us to monitor progress and make informed decisions:

- Reduce water consumption to achieve a ratio of **120 l/kg of production**.
- **Increase water recirculation to 66%**, strengthening the reuse of water resources.
- Increase the use of renewable **energy from 15% to 30%** through the expansion of our solar self-generation capacity.
- **Ensure that at least 80% of waste** is diverted from landfill through organic waste and treatment sludge recovery initiatives.
- Improve efficiency in the use of raw materials and inputs through operational best practices and innovation.
- **Increase the returnability of sewing cones to 25%**, promoting material reuse.
- Implement waste electrical and electronic equipment (WEEE) management to increase material recovery.
- Promote the reuse of second-quality garments through debranding processes, preserving their value and extending their useful life.

This approach contributes positively from an environmental perspective by reducing pressure on natural resources and minimizing waste; from an economic perspective by optimizing costs and improving operational efficiency; and from a social perspective by generating shared value through initiatives with community impact.



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Our 2025 Achievements

- 01. Textil del Valle: Identity, Purpose, and Sustainable Value Creation
We expanded our ultrafiltration and reverse osmosis plant, achieving up to **33% water** recirculation in our processes.
- 02. Sustainability Strategy
We increased the use of **renewable energy to 30%** through the implementation of solar panels in the new production facility.
- 03. Responsible Governance for Sustainable Growth
We implemented organic **waste recovery initiatives** through compost production in partnership with the Municipalidad de Chincha, generating environmental and social benefits.
- 04. Operations and Products: Innovation, Quality, and Efficiency
We advanced in the **recovery of sludge from the industrial wastewater treatment plant (IWWTP)**, promoting its transformation into higher-value materials.

Our 2025 Initiatives and Recognitions

We developed our **Circularity Plan** in collaboration with the Sociedad Nacional de Industrias, strengthening our roadmap toward a more sustainable production model.

We actively participated in the **Congress on Circular Economy in Water and Sanitation**, contributing to the exchange of knowledge and best practices within the sector.

Our Future Projects

-  Continue expanding water recirculation capacity and water efficiency across our operations.
-  Strengthen the valorization of textile waste and industrial by-products by promoting new circular economy solutions.
-  Consolidate WEEE management and expand material reuse initiatives across the production chain.
-  Scale the recovery of second-quality garments through standardized debranding processes.



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CHAPTER
06

People at the Center: Development, Well-being, and Safety



6.1

Our TDV Team

We place people at the center of our management, generating employment and working conditions that promote their **well-being, development, and quality of life**. Our approach goes beyond simply incorporating personnel: we seek to **attract, retain, and strengthen talent** through inclusive policies, where performance and personal growth are combined sustainably.

In **2025**, our workforce was made up of **3,000 employees**, with a distribution of **57% women and 43% men**. This composition reflects our commitment to **gender equality** and recognizes the fundamental role women play in the textile industry and the Peruvian economy.

Regarding outsourced personnel, in 2025 we continued working with companies that provide personnel services for operational processes, mainly in safety and surveillance tasks. In total, we employed 51 outsourced workers: 45 in Chincha and 6 in Lima. **(GRI 2-7) (GRI 2-8) (DEGS 4.2.1) (DEGS 4.2.2)**



“ We recognize our team as the fundamental foundation of our operation. Therefore, we create spaces and tools that promote their growth and well-being, generating shared value that transcends our facilities and society. ”



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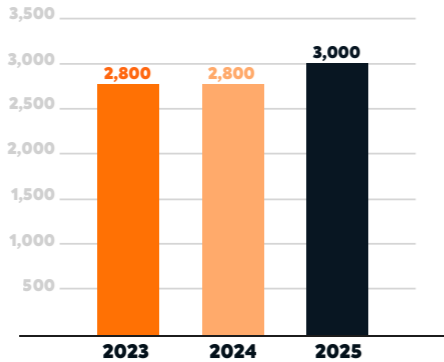
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Number of Employees by Year



At the close of fiscal year **2025**, we had **3,000** employees nationwide. During the year, we started with **2,900** employees, reached a peak of **3,050** in the last quarter, and closed with **3,000**. On average, our workforce remained at **3,000** employees, in line with the performance of our production levels.

Distribution of Employees by Gender



43%

Men
(1,284 men)

57%

Women
(1,716 women)

● Men

● Women



Our 2025 Achievements



Below are the main achievements related to employment management during 2025:



We partnered with the **Jóvenes Productivos government program**, promoting the labor market integration of vulnerable youth and the hiring of persons with disabilities.



We trained **200 individuals** with no prior experience as sewing machine operators through our Training Center (CENFOR).

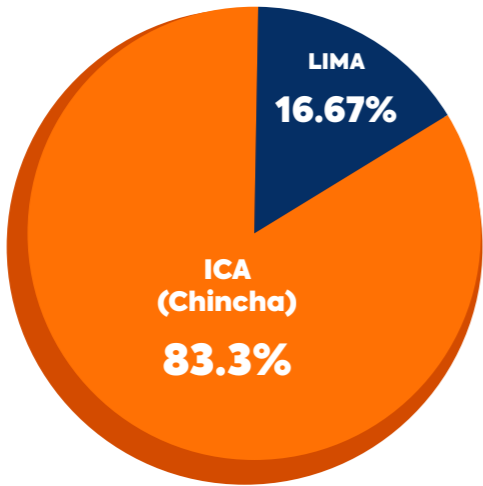


We expanded CENFOR from **one to six operational training areas**: sewing, garment finishing, quality, dyeing, knitting, and maintenance.



We were recognized by organizations linked to workforce integration programs for our contribution to the creation of **formal employment** opportunities.

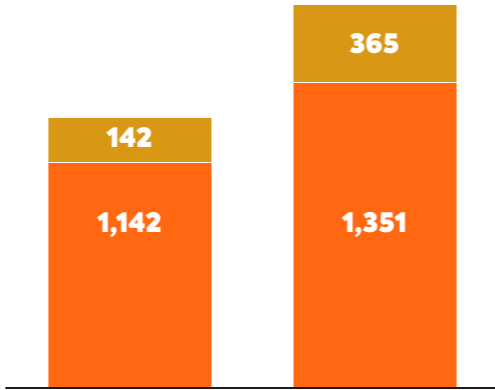
Distribution of Employees by Region



☒ Lima

☒ Ica (Chincha)

Distribution of Employees by Contract Type and Gender



Men
(Permanent Contract)

Women
(Permanent Contract)

☒ Lima

☒ Ica (Chincha)



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Testimonial: TDV Employee



“My experience at Textil del Valle has been like a train with many cars: each stage has represented a different opportunity for learning, growth, and transformation.”

With more than 27 years at Textil del Valle, her professional path stands as a testament to sustained growth within the company. Throughout her career, she has taken on responsibilities in areas such as Quality Assurance, Total Quality Management (TQM), Environmental Engineering, and currently, the Integrated Management System, developing a broad and cross-functional understanding of the organization.

Over the years, TDV has supported her professional development through a wide range of technical training and leadership opportunities. These have included programs related to certifications, management standards, continuous improvement tools such as 5S, and initiatives focused on strengthening soft skills and leadership capabilities. In 2025, her learning journey reached a new milestone through a professional training program in Japan, an experience that significantly enriched both her professional expertise and personal growth.

Antonia Monserrate 27 Years of Learning, Leadership, and Growth

Her journey at TDV reflects a career built on **commitment, continuous improvement, and a constant** willingness to embrace new challenges.

Her career has also been marked by active participation in initiatives that have strengthened TDV’s management systems and organizational culture. Among these are her role as Chair of the Workplace Harassment Committee, her involvement in second-quality garment projects, the implementation of the ANDON system in sewing operations, and document digitalization initiatives through SharePoint. Her contributions reflect a valuable combination of technical expertise, leadership, and a strong commitment to continuous improvement.



Beyond her professional achievements, she particularly values TDV’s confidence in Peruvian talent, the collaboration among different teams, and the strong sense of support she has experienced throughout her career.



If she were to summarize her experience in a single phrase, it would be:
“A rewarding journey of continuous growth, where every stage has contributed to my development both as a professional and as a person.”

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Employment Generation and Workforce Turnover

In **2025**, we continued growing in line with increased production levels, expanding employment opportunities through **job fairs**, partnerships with **educational institutions and municipalities**, **Ministry of Labor** programs, collaborations with **NGOs**, and our own **training centers**. We maintained a strong focus on workforce inclusion by promoting opportunities for **people with disabilities**, individuals living in vulnerable conditions through the Jóvenes Productivos program, and **migrant populations** through strategic partnerships. In addition, we strengthened our training centers to ensure a pipeline of qualified talent.

As a result, we recorded **2,025** new hires in 2025, reaching a new hire rate of **67.5%**, reaffirming our commitment to generating formal and quality employment. This result reflects a higher level of workforce incorporation compared to 2024, with the hiring rate increasing from **58%** to **67.5%**, demonstrating both stronger operational demand and the effectiveness of our recruitment channels in responding promptly to production needs. **(GRI 3-3) (GRI 401-1) (DEGS 4.1.1)**

**Indicator calculated in accordance with GRI 401-1: (Number of new hires during the reporting period ÷ total workforce at the end of the reporting period) × 100.*

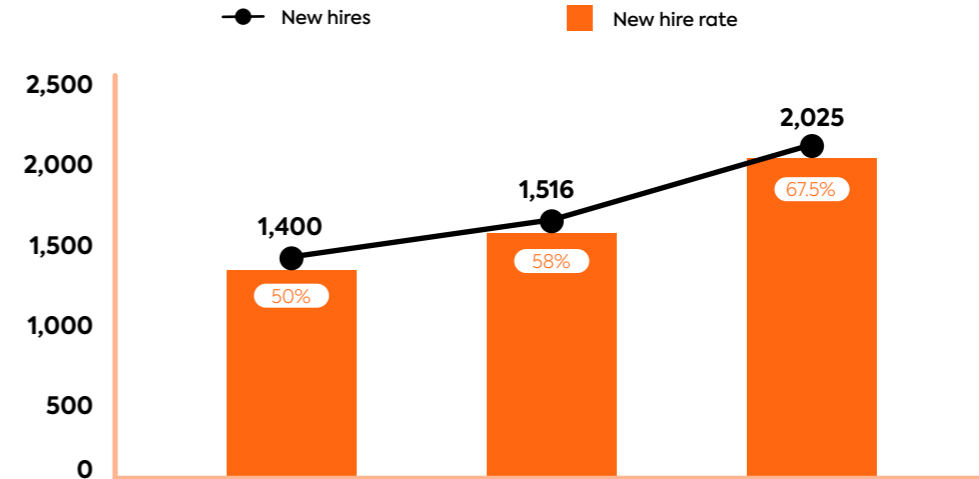


Employee turnover in our industry is influenced by the high availability of job opportunities, not only within the textile sector but also in industries such as agriculture and fisheries. Therefore, we have strengthened our management capabilities to anticipate periods when employee departures typically increase and to ensure operational continuity.

In **2025**, we recorded a **turnover rate of 6.5**, above the previous year's 3.4. This result reflects a more dynamic and competitive labor market, characterized by greater workforce mobility. In response, beyond retention efforts, we continue to promote training and multi-skilling across our teams, while implementing engagement initiatives and workplace climate improvement actions to strengthen commitment and progressively reduce turnover. **(GRI 3-3) (GRI 401-1) (DEGS 4.1.4) (DEGS 4.1.5)**

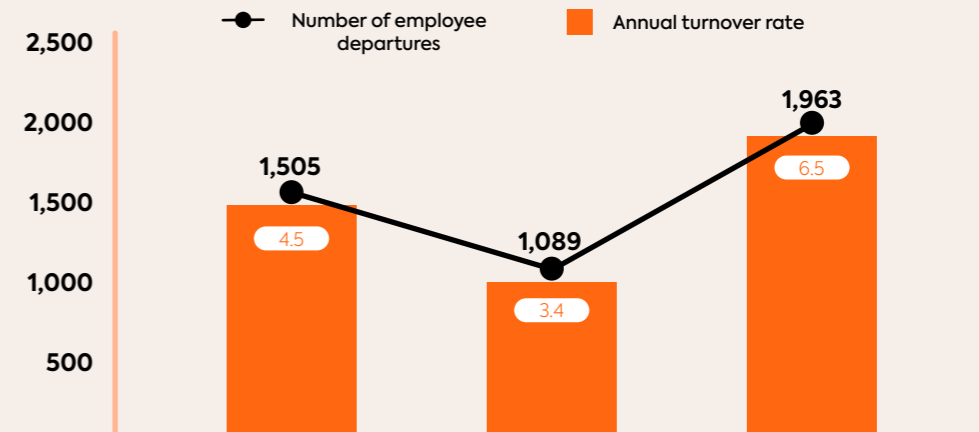
⁴ Indicator calculated as: (Total employee turnover recorded during the period / total workforce at the end of the period) × 100. In 2025, the rate was determined based on 1,963 employee turnovers and a total workforce of 3,000 employees.

Number and Rate of New Hires by Year



**For a detailed breakdown by age, gender, and region, please refer to the "Annexes" section.*

Number and Turnover Rate by Year



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Soft Skills Workshops for Employability

In partnership with various universities, we deliver workshops for undergraduate students aimed at strengthening competencies that enhance their employability. These sessions focus on topics such as communication, leadership, teamwork, and problem-solving, contributing to students' holistic development and helping them better understand the demands of today's labor market.



Partnership with the Jóvenes Productivos Program

As part of our workforce inclusion and talent development strategy, we maintain a partnership with the Jóvenes Productivos program to implement a dual-training model in garment manufacturing. This initiative provides vulnerable youth with specialized technical training, combining classroom-based learning with hands-on experience at our facilities.



Participation in Job Fairs

As part of our commitment to employability, we participate in job fairs organized by SENATI, universities, and the Ministry of Labor. These events allow us to engage with students and recent graduates, share insights about the textile industry, and promote employment opportunities available at TDV.



Strengthening Our Training Centers

To continue expanding development opportunities, we enhanced the capacity of our training centers, enabling us to train more individuals in key competencies required by the textile industry. Through this effort, we strengthen employability, contribute to the development of a more skilled workforce, and support increasingly competitive production processes.



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Employee Benefits

We recognize the effort and dedication that our employees bring every day. Therefore, we offer a range of benefits designed to support work-life balance, strengthening an organizational culture based on flexibility, belonging, and trust.



It is important to note that our employees are entitled to the labor benefits established under the Non-Traditional Export Promotion Regime, regulated by **Decree Law N°. 22342**, in addition to a range of voluntary benefits provided by the company. **(GRI 401-2) (DEGS 4.1.3)**



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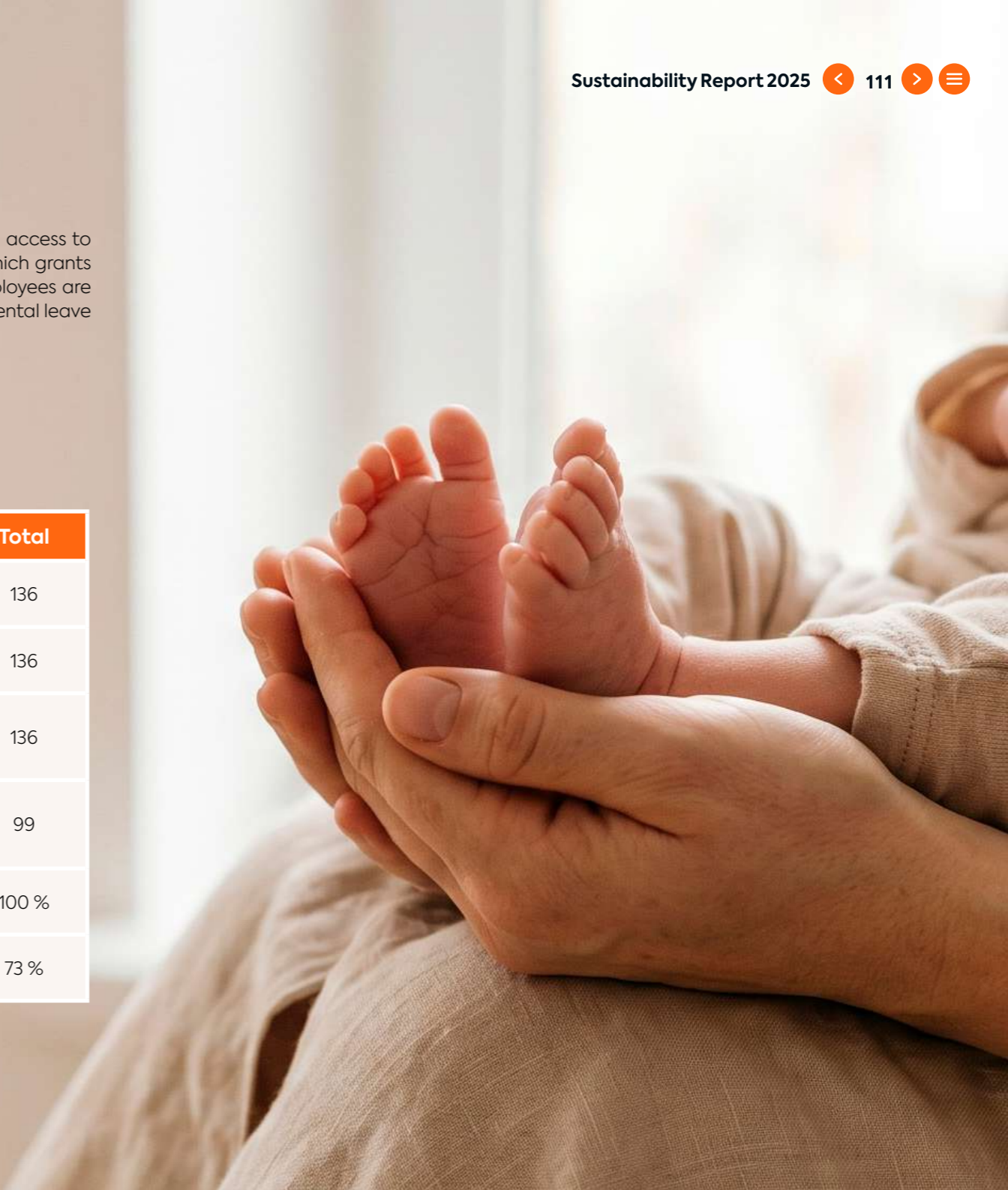


Parental leave

In compliance with applicable **national regulations**, we ensure that all our employees have access to **maternity and paternity leave benefits**. Maternity leave is governed by **Law No. 30367**, which grants our female employees 49 days of prenatal leave and **49 days of postnatal** leave. Male employees are entitled to **10 days of paternity** leave in cases of natural childbirth. Below, we present the parental leave data for TDV employees during **2025: (GRI 401-3)**

Parental Leave of TDV Employees

Parental Leave	Men	Women	Total
Employees entitled to parental leave	68	68	136
Employees who took parental leave	68	68	136
Employees who returned to work after parental leave	68	68	136
Employees who remained employed 12 months after returning from parental leave	58	41	99
Return-to-work rate	100 %	100 %	100 %
Employee retention rate	85 %	60 %	73 %



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Future Projects



We will continue strengthening **CENFOR**, consolidating it as a cross-functional training hub that supports all company processes. Our objective is to expand both coverage and technical specialization, ensuring a skilled workforce and creating opportunities for internal career growth.

We will also continue promoting workforce inclusion and diversity throughout our recruitment and selection processes, in alignment with our Inclusion and Non-Discrimination Policy.



Our employment management approach goes beyond hiring. We are committed to developing, including, and empowering talent. Through clear policies, transparent processes, and structured training programs, we contribute to economic and social development while strengthening an organizational culture built on equal opportunities and sustainable growth.





6.2

Human Capital Development



Implementation of the Annual Training Plan (ATP) aligned with strategic objectives.



Partnerships with educational institutions and public recognition of training programs.



Training programs on artificial intelligence and soft skills.



Awareness and prevention workshops on violence against women.



We believe that continuous learning is a key driver of employee growth and a cornerstone of the company's sustainable performance. Therefore, we maintain our **Annual Training Plan (ATP)**, designed to strengthen both technical competencies and soft skills across all areas of the organization. This includes training in administrative and operational management, as well as workshops on leadership, communication, and teamwork.

In 2025, we continued and further strengthened this strategy by reinforcing key partnerships, such as our collaboration with **SENATI**, while maintaining internal development programs, including the training of **future supervisors** and operational training for **quality inspectors**, ensuring a continuous growth pathway for our talent. We also incorporated content related to emerging trends, such as **artificial intelligence**, to foster innovation throughout our processes.

We promote the development of technical skills, soft skills, and leadership capabilities, ensuring that every employee has access to learning opportunities from the moment they join the company. From an economic perspective, training contributes to increased productivity and operational efficiency; from a social perspective, it supports both professional and personal development; and from an environmental perspective, we have optimized records and processes through digital formats, reducing the use of paper and other physical resources. **(GRI 3-3) (GRI 404-1) (DEGS 4.3.3)**

Employees Trained	Unit	2024	2025
Total number of employees trained	Number	2,479	2,778
Total number of training hours	Hours	8,347.10	8,947
Percentage of employees who received training	Percentage	91%	92.4%

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Goals and Objectives



Implement the Annual Training Plan (ATP) in accordance with the needs identified by each area.



Integrate continuous learning and specialization programs.



Increase coverage and participation in training and development programs.



Monitor training hours and track progress against the Annual Training Plan.



Strengthen critical technical competencies and soft skills.

Our 2025 Achievements



We strengthened partnerships with educational institutions and received public recognition for the training programs implemented.



We incorporated training on emerging technologies, including artificial intelligence.



We delivered workshops focused on soft skills and leadership development.



We conducted awareness and prevention workshops on violence against women.



We promoted continuous learning opportunities that reinforced our organizational culture.



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Training and Development Programs

In **2025**, we continued strengthening our commitment to employee development through the implementation of **key training programs** designed to enhance both technical and soft skills. These initiatives enable us to further develop internal talent, support organizational growth, and respond more effectively to evolving industry trends and demands. **(GRI 404-2)**

Below are the main programs implemented during the year:



Weaving Talent Program

A **one-year and eight-month** technical training program designed to strengthen competencies in textile processes and ensure **quality and efficiency** in production. The program aims to close technical skill gaps, improve productivity, and prepare employees for internal career growth opportunities.

Beneficiaries:

30 employees (currently in progress).



MBA Program (Executive Education)

A program designed for **managers and supervisors** to strengthen strategic capabilities, leadership skills, and decision-making aligned with business objectives. It contributes to more effective team and resource management and supports better organizational decision-making.

Beneficiaries:

Employees in management and supervisory positions.



Technical Education Scholarships (SENATI)

A sponsorship program developed in partnership with **SENATI**, enabling employees to pursue technical degrees in **Business Administration or Industrial Administration**. The initiative strengthens both technical and administrative capabilities, improving process management and operational efficiency.

Beneficiaries:

55 employees (four cohorts).



“An Inspiring Workplace Climate” Workshops

Leadership and teamwork workshops designed for leaders in operational areas, reinforcing organizational culture and values while promoting a positive work environment. These workshops strengthen team cohesion, communication, and leadership effectiveness.

Beneficiaries:

Operational leaders, including supervisors, coordinators, and managers.

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Training Centers (CENFOR)

We strengthened our Training Centers (CENFOR) as a cornerstone of talent development, providing continuous technical training to both employees and individuals without prior experience, promoting employability and the development of critical operational skills.

Results: Approximately 120 individuals benefited through direct employment opportunities.



Supervisor Development Program

A program designed to strengthen leadership, communication, teamwork, and performance management skills among supervisors, aligning them with the company's values and objectives. The program contributes to a stronger workplace climate, increased productivity, and the preparation of future leaders.

Direct beneficiaries: Approximately 15 supervisors, with an indirect impact on their teams.



"Sustainability for All" Program

A program designed to strengthen the culture of sustainability across the organization by disseminating and raising awareness of environmental, social, and governance (ESG) topics. Through awareness and training initiatives, we seek to ensure that our employees understand and actively contribute to our sustainability purpose.

- Direct beneficiaries:**
- 668 operational employees trained.
 - 334 training hours delivered.
- Leadership and management:**
- 4 keynote sessions for managers and supervisors.
 - 76 leaders trained.
 - 152 hours of sustainability training.



Violence Prevention Workshops for Women (CARE)

In partnership with CARE, we conducted workshops for administrative teams, both men and women, focused on the prevention of violence, its root causes, and everyday situations in which it may occur. These initiatives promote respect, equity, and healthy workplace relationships.

Beneficiaries: Approximately 60 employees.



Short Courses and Continuous Learning Program

A series of technical and operational training opportunities aligned with business needs, including free SENATI courses available from employees' first day of work, as well as longer-term specialized development programs.

2025 Results: 5,646 cumulative training hours delivered (employees may participate in more than one training program).



TDV Ambassadors Program

An initiative designed to strengthen the personal brand and digital leadership of our employees by providing them with tools to communicate their experiences, knowledge, and achievements through LinkedIn. Through training sessions, networking opportunities, digital communication, and storytelling, participants become ambassadors of Textil del Valle's culture, purpose, and values.



Testimonial: TDV Employee



“My experience at Textil del Valle has been a story of continuous learning and personal growth. Every stage of my journey has allowed me to develop, take on new challenges, and discover that with dedication and commitment, it is always possible to keep moving forward.”

Olga Armellon Sewing Coordinator “A Story of Growth Built Through Perseverance”

The story of Olga Marleni Armellon Valdez at Textil del Valle reflects how experience, continuous learning, and commitment can become a journey of growth and inspiration.

With 29 years of service at Textil del Valle, Olga has built a career marked by sustained professional development within the company. Her journey began on the production floor and, through continuous learning, dedication, and commitment to her work, she has advanced to her current role as Sewing Coordinator.

Over the years, she has strengthened her expertise by taking on key responsibilities that support operational excellence, quality, and continuous improvement. Her career path has included roles in in-process auditing, sewing line supervision, team training, and the promotion of efficiency methodologies across production operations. Her story demonstrates how technical knowledge, combined with discipline and vision, can evolve into effective leadership.

For Olga, every stage of her career has provided valuable lessons and opportunities to grow both professionally and personally. She particularly values the training opportunities she has received, the trust placed in her, and the opportunity to work alongside teams committed to a shared purpose. In her view, TDV has not only been a place for professional development, but also an environment that has strengthened her confidence and enabled her to transform challenges into strengths.



If she had to define TDV in one word, it would be opportunity: **the place where she has been able to evolve, continue learning, and build a career that today inspires her family and reinforces the value of perseverance, continuous learning, and work well done.**

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Performance Management and Evaluation

In 2025, we continued strengthening our performance management and employee evaluation processes, supported by digital tools and a structured four-stage approach. This framework enables us to support employee development while ensuring progress toward our strategic objectives.

Beyond assessing current performance, we maintain a long-term perspective by prioritizing the identification of key talent and the implementation of succession planning initiatives. This approach strengthens operational continuity, enhances organizational capabilities, and creates opportunities for internal career growth. **(GRI 3-3) (GRI 404-3)**

Below, we present our Performance Management Cycle, structured around four stages. Each stage is designed to align individual efforts with annual objectives, fostering employee development and supporting the sustainable growth of the organization.



Percentage of Employees Receiving Regular Performance Evaluations

Employee Category	Number		Percentage	
	Men	Women	Men	Women
Managers	7	1	88 %	13 %
Deputy Managers	3	1	75 %	25 %
Department Heads	22	10	69 %	31 %
Coordinators	31	19	62 %	38 %
Specialists	123	85	59 %	41 %
Assistants	13	18	42 %	58 %
Total	199	134	60 %	40 %



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Future Projects



Continuaremos impulsando iniciativas de **reskilling y especialización técnica en procesos críticos.**



Internal programs such as **CENFOR and Weaving Talent** will be further strengthened and expanded to additional areas of the organization.



We will also continue to promote **lifelong learning** through MBA programs, sponsorship of technical degree programs, free courses in partnership with educational institutions, and both in-person and asynchronous learning formats.



In parallel, we will reinforce awareness-raising and employee **empowerment initiatives.**



Training and development remain a key driver of our competitiveness and long-term sustainability. By aligning learning opportunities with operational excellence and strategic priorities, we strengthen a culture of continuous improvement that enhances individual performance, organizational efficiency, and the sustainable growth of TDV.





6.3

Employee Well-being and Workplace Climate



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- Implementation of a pulse survey at mid-cycle.
- Continuation of the "An Inspiring Workplace Climate" workshops.
- Leadership and feedback training for managers and supervisors.
- Establishment of the Diversity and Inclusion Committee.

We manage workplace climate on an ongoing basis through formal surveys and assessment tools that enable us to understand employees' perceptions across key dimensions such as leadership, motivation, recognition, and organizational culture. This process includes the analysis of results, the development of action plans, and regular monitoring of their implementation.

Workplace climate management positively impacts organizational performance by strengthening employee engagement, stability, and productivity. From a social perspective, it promotes relationships based on respect, inclusion, and alignment with our corporate values. From an environmental standpoint, we have digitalized climate surveys and related reports, reducing paper consumption and encouraging more efficient practices. In addition, a stronger organizational culture promotes responsible behaviors both within and beyond the workplace. Below, we present the results of our workplace climate indicators for 2025.

Workplace Climate Assessment Results

The 2025 workplace climate assessment provided valuable insights into employees' perceptions of key aspects of the TDV work experience. The results reflect a positive view of the organizational environment while also providing concrete opportunities for further improvement.

Key Indicators



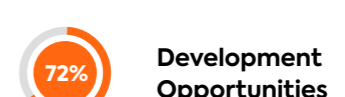
Our Strengths

The results demonstrate a positive perception of dimensions related to organizational purpose and culture:



Opportunities for Improvement

We also identified opportunities for improvement related to employee development and career growth:



These findings allow us to prioritize actions aimed at strengthening professional development, expanding internal growth opportunities, and further consolidating an organizational culture aligned with our principles and strategic objectives.



Goals and Objectives

- Increase participation rates in workplace climate and pulse surveys.
- Improve performance in critical dimensions identified through assessments.
- Ensure the implementation and monitoring of action plans.
- Strengthen leadership capabilities and soft skills across all organizational levels.
- Establish a formal workplace climate management policy.

Our 2025 Achievements

Below are the main advances in workplace climate management during 2025:

- Continued implementation of the “An Inspiring Workplace Climate” workshops, focused on soft skills and organizational principles.
- Introduced a mid-cycle pulse survey, enabling timely monitoring of progress and employee perceptions.
- Implemented a structured follow-up process for action plans derived from climate survey results.
- Established the Diversity and Inclusion Committee and updated the corresponding policy.
- Delivered leadership and feedback training for managers, supervisors, and teams.



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Future Projects

We will continue strengthening the periodic assessment of workplace climate, consolidating the pulse survey as a complementary monitoring tool. We will further support leaders in implementing action plans and expand the “An Inspiring Workplace Climate” workshops to additional areas of the organization.

We will also work on formalizing our workplace climate policy, ensuring clear guidelines, defined roles, and institutionalized monitoring mechanisms.



Workplace climate management is a continuous process that requires active leadership and organizational commitment. By strengthening employee listening mechanisms, follow-up processes, and a culture of continuous improvement, we foster a healthy, inclusive, and values-driven work environment, reinforcing the long-term well-being and sustainability of TDV.



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6.4

Occupational Health and Safety



100% achievement of key OSH&E management objectives.



Strengthened preventive culture driven by leadership.



98% compliance with Occupational Health, Safety, and Environmental (OSH&E) management programs.

At TDV, we manage Occupational Health and Safety (OHS) through a preventive approach aimed at protecting the life, health, and well-being of our employees. We promote a culture of self-care and shared responsibility, encouraging the timely reporting of unsafe acts and conditions to implement corrective measures that support our goal of achieving zero accidents.

Our management approach is built upon continuous training, risk identification and control, and the strengthening of safety leadership at all levels of the organization. We also extend our Occupational Health, Safety, and Environment (OSH&E) guidelines to suppliers, ensuring compliance with established standards and promoting responsible practices throughout our value chain. **(GRI 3-3) (GRI 403-1) (GRI 403-8)**

This approach generates positive impacts by strengthening safe working environments, improving productivity, and reducing operational risks. From a social perspective, it contributes to the well-being of our employees and their families. From an environmental perspective, it promotes the responsible management of chemical substances and safe operating conditions.



Coverage of the Occupational Health, Safety, and Environmental Management System (GRI 403-8)

OSH Management System Coverage	2025	
	Number	Percentage
Employees and contractors covered by the management system	3,000	100 %
Employees and contractors covered by the management system and subject to internal audits	41	100 %



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Hazard Identification, Risk Assessment, and Incident Investigation

To strengthen our safety and prevention culture, we continued consolidating robust procedures for hazard identification, risk assessment, and incident investigation. We apply the IPERC Matrix (Hazard Identification, Risk Assessment, and Control), aligned with the requirements of ISO 45001, ensuring a systematic and structured approach to occupational risk management.

During 2025, we enhanced the use and functionalities of our **ROTDV** application, a digital tool that enables all employees to promptly report unsafe acts and unsafe conditions within their work areas. The system incorporates weekly monitoring of reports and recognition mechanisms that encourage active participation, highlighting both the **“Top Area”** and the **“Top Employee”** based on their level of engagement in preventive management activities.

In addition, the OSH&E team continued driving the automation and continuous improvement of the application, optimizing accessibility and facilitating the reporting process. These enhancements have enabled more agile information management, strengthening risk assessment, incident investigation, and the timely implementation of corrective actions.

As a result, we recorded **2,210 reports of unsafe acts and conditions** during 2025, reflecting increased employee participation and the continued strengthening of our preventive culture. This progress, combined with the digitalization of the system, has contributed to improved safety management and the creation of safer and more efficient workplaces. **(GRI 403-4)**

Incident Management Process

To manage incidents effectively, we maintain a structured process that enables timely and appropriate response:

01 Notification and Initial Response

In the event of an incident, immediate notification is provided to the supervisor, Corporate Security, and the OSH&E team, ensuring appropriate medical attention and, when necessary, specialized referral.

02 Information Gathering

Interviews, document reviews, and on-site inspections are conducted to fully understand the circumstances of the event.

03 Hazard Identification and Risk Assessment

Conditions that may have contributed to the incident are identified, and their risk level is evaluated based on likelihood and severity.

04 Root Cause Analysis

Immediate causes and root causes are determined, including factors related to operations or management systems.

05 Corrective Action Definition

Corrective measures are established according to the hierarchy of controls: elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE).

06 Implementation and Follow-Up

Responsibilities and deadlines are assigned, and follow-up activities are conducted to ensure the effectiveness of corrective actions and prevent recurrence.

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Occupational Health and Safety Committee (2024–2026)

We renewed our **Occupational Health and Safety Committee (OSH Committee)** through the election of employee representatives to the Central Committee and the **Lima** and **Surco** Subcommittees, further strengthening a participatory and balanced management model between the company and its employees. In 2025, new appointments were also made by Senior Management, ensuring the continuity of this governance structure.

Throughout the year, we maintained the monthly **ordinary meetings and extraordinary sessions** of the Central Committee in **Chincha**, as well as the Lima and Surco Subcommittees, monitoring the implementation of agreements and promoting continuous improvements in working conditions. This process is supported by the permanent technical assistance of the **Occupational Health, Safety, and Environment (OSH&E)** team, which oversees the implementation of plans and programs and ensures compliance with **Law N°. 29783** and related regulations.



Review and approval of OSH&E plans and programs.



Review and approval of the Occupational Health and Safety Internal Regulations (OHSIR).



Participation in occupational accident investigations.



Participation in the workplace inspection program.



Promotion of a prevention culture throughout the organization, with the objective of reducing accident rates.

The **Central OSH Committee** and the **Lima and Surco Subcommittees** meet at least **once a month** to review agreements, commitments, and consensus reached regarding occupational health and safety. These sessions form part of the ongoing monitoring of our **Occupational Hygiene and Safety Program**.

Members of the Occupational Health and Safety Committee



Jean Salas Tamayo
(OSH Committee Chair)



Guisseppi Mendoza Rivera



Adán Echeandía Farfán



Edwar Santillán Laura



Andrés Alva Novoa



Gianfranco Gervasoni Florez-Estrada

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Occupational Safety, Health and Environment Training

At TDV, **Occupational Safety, Health and Environment (OSH&E)** training is a key component of our efforts to strengthen a culture of prevention and build capabilities at all levels of the organization. Through our **Occupational Health and Safety Training Program**, we promote awareness and preparedness to prevent accidents, incidents, and other workplace risks.

In **2025**, we continued implementing training activities for both our employees and third-party personnel working at our facilities, ensuring the dissemination of safety guidelines throughout the organization. In total, we **conducted 19 OSH&E and CSR training sessions**, distributed as follows:

6 training sessions for all employees.

4 training sessions for emergency response brigades.

3 training sessions for managers and supervisors.

2 training sessions for the Occupational Health and Safety Committee.

2 specialized training sessions based on identified needs.

In addition, we enhanced the format and distribution process of our **OSH&E newsletters**, strengthening internal communication and the ongoing dissemination of best practices in occupational safety, health, and environmental management. **(GRI 403-5)**

Occupational Health at TDV

We maintained access to **essential health services** to address incidents and health concerns affecting both employees and third-party workers within our facilities. Each workplace provides primary care services to assess employees' health conditions and facilitate referrals to medical centers, whether for common illnesses or work-related injuries. We also continued monitoring cases requiring medical attention, supporting employees throughout their recovery and, in the event of occupational injuries, during their return-to-work process.

As part of our preventive management approach, we continued implementing **health campaigns, vaccination initiatives, and occupational monitoring programs** related to significant workplace risks. These activities enable us to define and implement timely and effective preventive measures. To ensure the quality of our occupational health services, we continue to rely on qualified personnel, standardized protocols and procedures, periodic audits and evaluations, continuous training for the OSH&E team, and employee participation. **(GRI 403-3) (GRI 403-6) (GRI 403-7)**

Goals and Objectives

- ✔ Strengthen the preventive culture through leadership and all supervisory levels.
- ✔ Maintain occupational injury and accident indicators under control.
- ✔ Achieve compliance with OSH&E management programs.
- ✔ Promote timely reporting and continuous improvement in workplace safety.

Our 2025 Achievements

Below are the main occupational health and safety achievements during 2025:

- ✔ Achieved **100% compliance** with our objective of strengthening a preventive culture through leadership and supervisory teams.
- ✔ Reached **98% compliance** with OSH&E management programs.
- ✔ Maintained occupational **injury indicators in line with 2024** performance, demonstrating stability in our safety metrics.
- ✔ Reinforced our preventive culture through initiatives such as **"I Take Care of You, You Take Care of Me,"** promoting collective responsibility for workplace safety.

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Work-Related Injuries

In 2025, we continued strengthening our Occupational Health and Safety management through the use of digital tools such as **Power BI**, enabling real-time monitoring of preventive actions and continuous updates to our risk matrices. This approach improved information traceability and strengthened our ability to respond proactively to potential risks, reinforcing our commitment to a safe work environment.

As a result of these efforts, **no work-related fatalities were recorded during the year**. However, **12 recordable occupational injuries were reported**, resulting in a recordable injury rate of 1.63 and a **Lost-Time Injury Frequency Rate (LTIFR) of 1.63**, consistent with the overall trend of our safety indicators.

In response to these events, we activated our incident investigation protocol, which begins with a preliminary report and continues through the formation of a multidisciplinary team comprising members of the Central Occupational Health and Safety Committee, the leader of the affected process, and the OSH&E support team. This approach ensures rigorous investigations, identification of root causes, and timely implementation of corrective actions, strengthening the continuous improvement of our management system. **(GRI 403-9) (GRI 403-10) (SASB: CG-AA-430b.3) (DEGS 4.5.1) (DEGS 4.5.2) (DEGS 4.5.3)**

OHS Indicators	2023	2024	2025
Rate of work-related fatalities	0	0	0
Recordable work-related injury rate	1.23	0.18	1.63
Lost-Time Injury Frequency Rate (LTIFR)	1.23	0.18	1.63
Hours worked	6,493,448	6,084,308	7,347,617

Future Projects

We will continue strengthening our safety culture through awareness programs, active leadership in occupational health and safety, and ongoing monitoring of key performance indicators.

We will also enhance our risk management practices by reinforcing the early identification of unsafe conditions and encouraging employees to actively participate in accident prevention efforts.

Safety is a fundamental pillar of our operations. Through a preventive approach, active leadership, and continuous improvement, we continue to build an organizational culture centered on caring for people, strengthening the sustainability and resilience of our operations.



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CHAPTER
07

Strengthening Relationships with Our Communities and Stakeholders



7.1

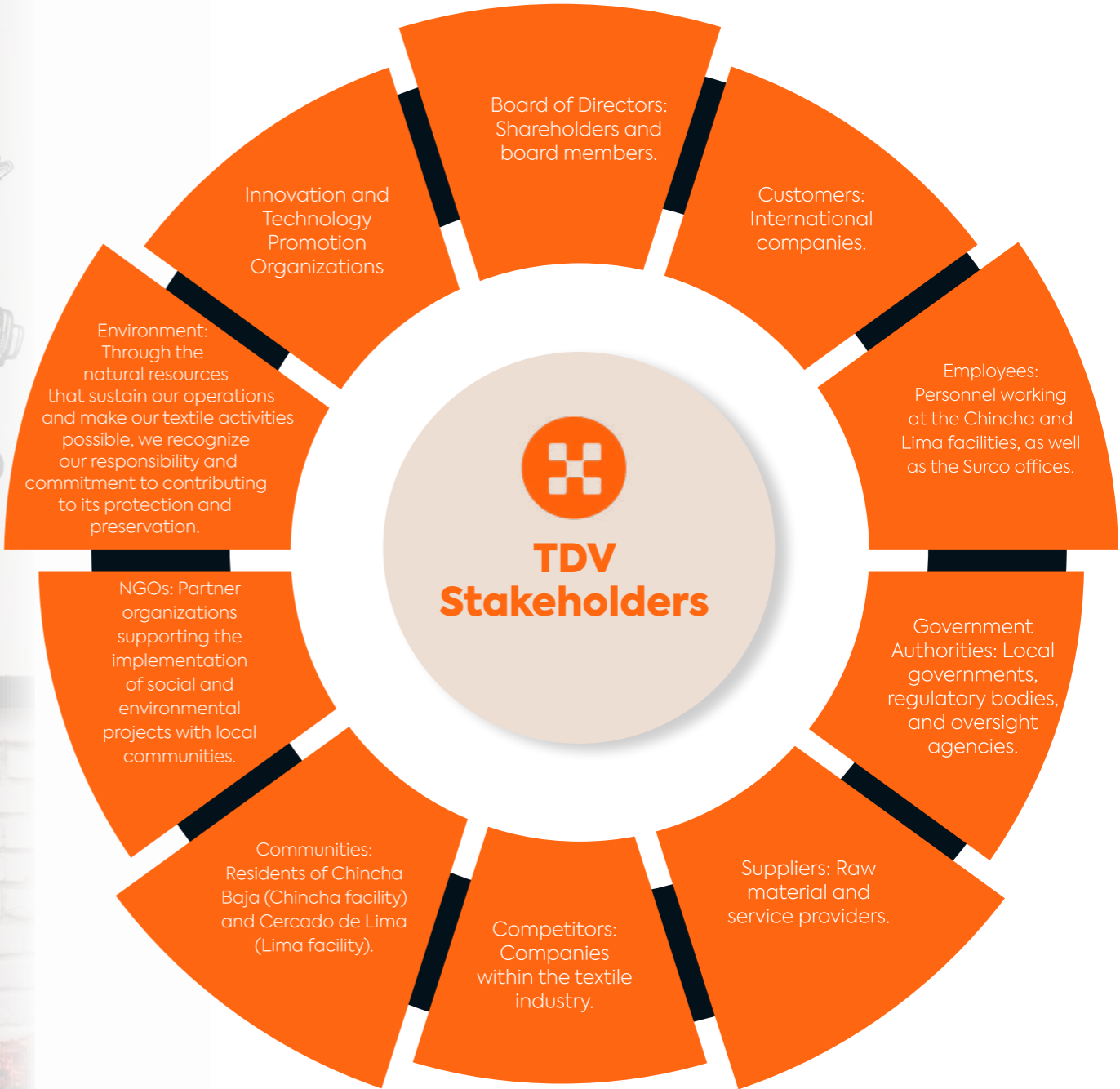
Stakeholder Engagement



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The success of our management approach is built on the close and transparent relationships we maintain with our stakeholders. Therefore, in 2025, we promoted active and ongoing dialogue that enables us to understand their expectations and align our decisions to create shared value.

Throughout 2025, we maintained and strengthened our communication and engagement channels, fostering collaboration with customers, employees, suppliers, and communities. These efforts allow us to build trust-based relationships, promote positive-impact initiatives, and ensure responsible and sustainable business management. **(GRI 2-29)**





Below, we present the engagement mechanisms we maintain with our stakeholders:

Stakeholder	Improvement Processes	Engagement Mechanisms	Stakeholder Category (Internal / External)	Vulnerability
Board of Directors	<ul style="list-style-type: none"> • Materiality assessment • Board evaluation 	<ul style="list-style-type: none"> • Board meetings • Corporate email 	<ul style="list-style-type: none"> • Materiality assessment • Board evaluation 	Medium
Employees	<ul style="list-style-type: none"> • Workplace climate survey • Continuous feedback • Technical and soft skills workshops • Materiality assessment 	<ul style="list-style-type: none"> • Social media • Corporate email • Notice boards • Website • Bulletin boards • Direct communication • TDV Ethics Line • WhatsApp 	<ul style="list-style-type: none"> • Workplace climate survey • Continuous feedback • Technical and soft skills workshops • Materiality assessment 	High
Government Authorities	<ul style="list-style-type: none"> • Tax payments • Working meetings with PROMPERÚ and PROINNOVATE • Social and environmental reporting 	<ul style="list-style-type: none"> • Emails and official letters • Government resolutions • Monitoring platforms 	<ul style="list-style-type: none"> • Tax payments • Working meetings with PROMPERÚ and PROINNOVATE • Social and environmental reporting 	Medium
Customers	<ul style="list-style-type: none"> • Satisfaction survey • Materiality assessment • Best practice dialogues and exchanges • Audits 	<ul style="list-style-type: none"> • Regular meetings • Emails • Phone calls • Surveys • Social media • Website 	<ul style="list-style-type: none"> • Satisfaction survey • Materiality assessment • Best practice dialogues and exchanges • Audits 	High
Suppliers	<ul style="list-style-type: none"> • Human rights due diligence • Participation in audits • Working meetings • Materiality assessment • Audits and certifications 	<ul style="list-style-type: none"> • Meetings • Emails • Phone calls • Website 	<ul style="list-style-type: none"> • Human rights due diligence • Participation in audits • Working meetings • Materiality assessment • Audits and certifications 	High

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Industry Companies	<ul style="list-style-type: none"> • Learning through industry groups • Participation in events • ADEX Manufacturing Committee • Site visits to learn sustainability best practices 	<ul style="list-style-type: none"> • Instant messaging groups for alliance coordination • Meetings • Phone calls • Industry forums, seminars, and trade fairs • Dialogue groups: Fashion Cluster and ADEX 	<ul style="list-style-type: none"> • Learning through industry groups • Participation in events • ADEX Manufacturing Committee • Site visits to learn sustainability best practices 	Low
Communities	<ul style="list-style-type: none"> • Stakeholder expectations assessment • Human rights due diligence • Cooperation agreements • Materiality assessment 	<ul style="list-style-type: none"> • Website • Social media • Grievance and complaint mechanism • Guided tours of the Chincha facility • Signing of cooperation agreements • Participation in public sustainability events 	<ul style="list-style-type: none"> • Stakeholder expectations assessment • Human rights due diligence • Cooperation agreements • Materiality assessment 	High
NGOs	<ul style="list-style-type: none"> • Follow-up meetings • Participation in events • Facility visits • Best practice dialogues and exchanges 	<ul style="list-style-type: none"> • Meetings • Emails • Phone calls • Website 	<ul style="list-style-type: none"> • Follow-up meetings • Participation in events • Facility visits • Best practice dialogues and exchanges 	Medium
Environment	<ul style="list-style-type: none"> • Audits • Social and environmental reporting • Certifications and quality standards 		<ul style="list-style-type: none"> • Audits • Social and environmental reporting • Certifications and quality standards 	High



7.2

Local Development and Partnerships

- **More than 2,000 tons of waste recovered in Ica and Chincha.**
- **More than 31,000 households incorporated into the Source Segregation Program.**
- **More than 170,000 people reached through environmental education and awareness initiatives.**
- **More than 22,000 recycled blankets donated to vulnerable populations.**
- **Launch of the Water 4 Life program, with more than 30,000 Queñual trees projected for restoration efforts.**

We manage our relationship with local communities through a sustainable development approach based on ongoing dialogue and the creation of shared value. Our community engagement strategy is implemented through structured programs, strategic partnerships, and institutional monitoring mechanisms aligned with our Responsible Business Conduct Policy, our status as a Benefit and Collective Interest Corporation (BIC), and our Sustainability Policy.

We prioritize territories connected to our operations, such as Chincha and Ica, as well as vulnerable communities across the country, developing initiatives that integrate social, environmental, and economic components. Oversight is provided by the Sustainability Committee, which monitors indicators, results, and impacts to ensure transparency and continuous improvement.

This approach generates positive impacts on the local economy through employment and formalization opportunities; on the environment through recycling and reforestation projects; and on society through education, inclusion, and community empowerment initiatives. **(GRI 3-3) (GRI 413)**



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Goals and Objectives

01 Measure the satisfaction rate and impact level of implemented community projects.

02 Increase the number of donated items that create value for communities, including recycling stations, blankets, and water-related solutions

03 Expand education and awareness-raising efforts related to sustainable development.

04 Promote direct and indirect employment opportunities through community projects.

05 Generate positive environmental impacts through initiatives that contribute to nature regeneration.

Community Engagement Programs

We implement projects in our communities of direct influence and in vulnerable communities across Peru as part of our **People** Pillar, with the objective of closing social gaps affecting employees, their families, and local communities.

The **Sustainability Committee** monitors performance indicators and periodically reports progress, ensuring transparent and effective management. It is important to note that no negative impacts have been identified in the communities where we operate.

Below are the main community engagement programs implemented during 2025.

Ica and Chincha Recicla Program



Our flagship community engagement initiative is the **Ica y Chincha Recicla Program**, implemented in 2025 in partnership with **Recicla LATAM**. During the year, we continued advancing this initiative with the objective of consolidating a recycling system in both cities and promoting sustainable habits among local communities.

The program focuses on: **(i)** formalizing and training recyclers; **(ii)** raising awareness among households and businesses; **(iii)** installing and activating recycling collection points; **(iv)** facilitating the integration of recyclers into the formal value chain; and **(v)** expanding household participation in municipal recycling programs, ensuring that collected materials are managed by formally registered recyclers.

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2025 Results

ICA

- Recycled **456** tons of recoverable waste, primarily paper, cardboard, and PET.
- Raised awareness among **656** households and businesses, benefiting **2,355** people.
- Enrolled **462** households and businesses in the program.

CHINCHA

- Recycled **209** tons of recoverable waste.
- Raised awareness among **511** households and businesses, reaching **2,048** people.
- Enrolled **352** households and businesses in the program.

Abrigate Perú Program



Another of our flagship community initiatives is the **Abrigate Perú** Program, which seeks to reduce the impact of low temperatures on vulnerable communities through the **donation of blankets**. In **2025**, we continued implementing this initiative by **upcycling textile waste** generated during our cutting and overlock sewing processes, transforming these materials into blankets with the support of our supplier **Tejidos Celeste**. We also worked in partnership with the NGO **Perú Pendiente**, which supports the storage, transportation, and distribution of the blankets to beneficiary communities.

2025 Results

Blankets distributed: more than **22,000**

Main donations: **16,775** blankets to Perú Pendiente, **2,000** to OLI Perú, and **1,800** to Hombro a Hombro / INDECI

Cumulative beneficiaries since the program's inception: more than **100,000** people.

Through Abrigate Perú, we continue contributing to the well-being of vulnerable communities while generating a positive and sustainable social impact.

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Below are the main achievements related to our local community engagement efforts during 2025:

Through the **Ica y Chincha Recicla Program**, we have collected nearly 2,000 tons of recoverable waste through the Source Segregation Program (SSP), recycling competitions, and 72 recycling stations installed across Ica and Chincha. The materials collected consisted primarily of paper and cardboard, glass, and PET plastic.

We reached more than 170,000 people, including households, businesses, teachers, and students, through environmental awareness and education initiatives that promote responsible practices and sustainable development.

We achieved the enrollment of 31,237 households in the Source Segregation Program (SSP), strengthening recycling practices and environmental awareness in both cities.

Through the **Abrígate Perú Program**, we donated more than 22,000 recycled blankets to vulnerable communities throughout the country. To date, the initiative has benefited more than 100,000 people facing emergency situations and conditions of vulnerability.



Our 2025 Achievements



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Testimonial: Recicla Latam



Fiorella Danjoy
Regional Director
Recicla LATAM

“A partnership driving circularity with a long-term vision”

The partnership between Recicla LATAM and Textil del Valle has enabled the development of a territorial circular economy model in Chincha and Ica, generating lasting impact and advancing a shared vision for local development.

From the outset of the collaboration between Recicla LATAM and Textil del Valle, the objective was to go beyond traditional waste management and invest in a territorial circular economy model with a long-term perspective. This joint effort has enabled the coordination of resources and stakeholders, strengthened local actors, and established a foundation capable of sustaining and expanding its impact over time.

Throughout this process, Textil del Valle has stood out for its consistency, commitment, and shared sense of responsibility. Its contribution has extended beyond financial support and the achievement of environmental targets, encompassing active participation in the design of solutions, a deep understanding of local realities, and the strengthening of local capacities. This partnership has helped improve waste management traceability, reinforce a culture of sustainability within the organization, and connect sustainability efforts with local development.

“With Textil del Valle, we have not worked on an isolated initiative, but rather on a shared vision for structural impact. When a company becomes involved in the ‘how,’ not just the ‘what,’ sustainability becomes truly transformative”.

More than a standalone intervention, this partnership has established a platform for continued growth and long-term impact. Looking ahead, the challenge will be to deepen this collaboration through more ambitious goals related to circularity, impact measurement, and the replication of successful practices in other communities and territories.



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Future Projects

We will continue promoting initiatives that strengthen sustainable development in our communities. The **Abrígate Perú Program** will continue transforming textile waste into recycled blankets in partnership with Tejidos Celeste and the NGO Perú Pendiente, ensuring the storage, transportation, and distribution of these blankets to vulnerable communities.

The **Ica y Chincha Recicla Program** will continue promoting the formalization and training of recyclers, community awareness initiatives, the installation of recycling collection points, and the integration of recyclers into the formal recycling value chain.

Through the **Algodón de Vida** Program, we aim to consolidate a sustainable supply chain with traceability in organic cotton cultivation, strengthening the economic development of local producers through collaborative efforts with strategic partners.

Finally, the **Water4Life** Project will continue addressing the challenges of climate change and water scarcity through water harvesting and reforestation initiatives in the upper Andes, contributing to improved water security for local communities and the Chincha Valley.

The active participation of our stakeholders—including local residents, social organizations, and strategic partners—enables us to better understand community needs and adapt our initiatives to generate more effective and sustainable impacts. This ongoing dialogue strengthens the legitimacy of our actions, builds trusted relationships, and helps prevent conflicts, promoting more inclusive local development aligned with our operations.



7.3

Social Contributions and Community Investment

In 2025, we continued implementing volunteer and community engagement initiatives under our People Pillar, maintaining our two main areas of intervention: (1) **health and well-being** of employees and stakeholders, and (2) **social and environmental development** in communities located near our operations.

During the year, we placed special emphasis on **creating value for our local communities**, prioritizing initiatives related to employee **well-being and health**, as well as **water security in Chincha**. These efforts were made possible through collaboration with **strategic partners, brands, and NGOs**, supported by **donations and investments** aimed at maximizing the impact and long-term sustainability of each initiative. **(GRI 3-3) (GRI 203-1) (DEGS 4.6.1)**

Social Contributions (USD)			
	2023	2024	2025
Total Amount	508,127	627,893	619,599



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Health and Well-being Programs

Here To Be Program

This program aims to create a shared well-being space focused on reducing stress and promoting the physical and mental health of our employees. Through activities such as **yoga, meditation, and dance**, we encourage healthy habits and a better work-life balance.

In **2025**, we conducted **15 weekly sessions**, organized into **five sessions per day across three days each week**. Through this initiative, we achieved an average participation of **900 employees per month**, consolidating the program as a key component of our employee well-being strategy and reinforcing a healthy and supportive workplace culture.



Estamos Contigo Program

This program provides **legal counseling** and **psychological support** to our employees, promoting mental health and overall well-being. Guidance is offered on issues such as **family conflicts, child support matters, stress and anxiety, grief and emotional loss**, as well as **work-related, academic, self-esteem, and motivation challenges, among others**.

Through this initiative, we provided support to an average of **45 employees per month**, contributing to a healthier work environment and reinforcing our commitment to the well-being of our people.

TDV sin anemia Program

At TDV, we care about the health of our employees while also contributing to the reduction of anemia in Peru. To achieve this, the program combines prevention, monitoring, and the promotion of healthy habits through:

- Periodic hemoglobin assessments
- Recording and monitoring of results
- Healthy meal plans
- Nutrition education workshops
- Ongoing support and motivation

As a result, out of an average of **17 employees** identified with anemia, **14** successfully completed the program free of **anemia**, achieving an **80% effectiveness rate**.





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Environmental Programs

Algodón de Vida Program

The Algodón de Vida Program was launched in 2020 with the goal of generating a positive, inclusive, and equitable impact in local communities. In 2022, together with **GR Algodón Orgánico, Filasur, and Mercantil Algodonera**, we promoted the conversion of land previously used for coca leaf cultivation into areas dedicated to **organic cotton production**.

This transition has directly and indirectly benefited more than **5,000 families** from rural communities in the San Martín region and involves over **2,000 farmers** who now produce organic cotton. Today, the project spans more than **5,000 hectares** across several areas of the Peruvian Amazon, including **Juanjuí, Saposoa, Bellavista, Sisa, Picota, Lamas, and Tocache**. As part of our commitment, in 2025 we purchased **760 tons** of natural cotton from our partner **Filasur**.

This initiative is supported by strategic customers such as **Lululemon, Lacoste, and Patagonia**, which recognize and value its significant social and environmental impact. It represents a **sustainable and regenerative** model that relies on **rainwater harvesting** for irrigation, operates under a **carbon-neutral approach**, and uses **exclusively organic fertilizers**.



This is only the beginning of a project that continues to grow and transform lives. At Textil del Valle, we remain committed to sustainability, inclusion, and the development of our communities.





Water 4 Life Project

The Water 4 Life Project seeks to address the **challenges of climate change and water scarcity through water harvesting and reforestation initiatives in the upper Andes, specifically in Huancavelica**, within the San Juan River watershed. The initiative began its activities in the community of Villa de Arma and includes the planting of more than **30,000 Queñual trees** (Polylepis). Through these efforts, the project contributes to **improving water security for more than 1,000 local residents** and, more broadly, **for approximately 250,000 people living in the Chincha Valley**.



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Testimonial: Water 4 Life Reforestation Project Lead

Water 4 All: A Partnership to Regenerate Ecosystems and Protect Water Resources



Florent Kaiser
CEO Global Forest
Generation

For Florent Kaiser, CEO of Global Forest Generation, the partnership with Textil del Valle represents much more than an environmental project: it is a tangible example of how industry, communities, and organizations can act as a single system to restore ecosystems, strengthen local capacities, and secure water resources for the future. The Water 4 Life project, developed jointly by Patagonia, the Lacoste Foundation, Global Forest Generation, the Andean Ecosystems Association (ECOAN), and Textil del Valle, reflects this shared vision by promoting conservation and restoration actions that generate long-term environmental and social benefits.

“ When we launched this partnership, the objective was simple yet ambitious: to demonstrate that it is possible to bring together stakeholders who do not typically work together to protect something essential—water. Through Water 4 All, together with Acción Andina, ECOAN, and Textil del Valle, we seek not only to restore a landscape in the upper Chincha watershed, but also to build a model in which companies, communities, and organizations operate as one system to regenerate ecosystems and safeguard the region’s water future.

What I value most about Textil del Valle is the way it has engaged in this effort. It has not been a distant partner, but rather one that has been actively present—climbing the mountains, spending time with local communities, and seeking to understand the territory firsthand. That level of engagement fundamentally changes the nature of the partnership because it transforms sustainability from an abstract concept into a shared responsibility.

”

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The partnership with Textil del Valle is not only about restoring a landscape; it is about demonstrating that a company, communities, and organizations can operate as a single system to protect water resources and sustain the future.



From my perspective, this project also reflects an important evolution in the way sustainability is managed. It is no longer solely about reducing impacts or meeting targets; it is about actively regenerating the natural systems on which the future of both the company and the region depends. This perspective is what makes Water 4 Life particularly valuable: it connects the protection of watersheds, rivers, and mountain ecosystems with organizational culture, water traceability, and a broader understanding of the relationship between industry and territory.

Moreover, in a very short period of time, we have already seen encouraging results. During the first year, more than 400 people participated in the project,

30,000 trees were planted, and a community nursery was established. For me, that nursery represents the heart of this initiative. Because this project is not only about planting trees—it is about building local capabilities, fostering community leadership, and creating a strong foundation for long-term growth and impact.

What makes this collaboration unique is that it is not based on a one-time donation model. Rather, it is a long-term investment in both nature and local communities. And that is precisely why I believe Textil del Valle is demonstrating a highly valuable path forward: that of a company that understands that regenerating the territory is also an essential part of securing its own future.





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7.4 Human Rights and Due Diligence

At TDV, we manage respect for and the promotion of human rights as a cross-cutting element of our operations, aligning our practices with international commitments and frameworks such as the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the standards of the International Labour Organization (ILO). Through formally established policies, we promote fair working conditions, environmental protection, and ethical conduct throughout our operations and value chain.

We have established a Human Rights Due Diligence Manual, which outlines a six-step process to identify, assess, and mitigate human rights risks. The process begins with surveys directed at managers and process owners to gather relevant information and define corrective actions. This approach is supported by our Code of Ethics and Conduct, Responsible Business Conduct Policy, and compliance with internationally recognized standards and certifications such as WRAP, GRS, GOTS, Fair Trade USA, and assessments conducted through the Higg Index (FEM and FSLM), reinforcing our commitment to responsible and transparent business practices.

(GRI 3-3)

- **Code of Ethics and Conduct**
- **Responsible Business Conduct Policy**
- **Human Rights Due Diligence Manual**
- **WRAP Standards**



Integration of Human Rights Across the Value Chain

As a Certified B Corporation, TDV operates under strong ethical principles, ensuring the promotion of human rights and responsible management throughout all our activities. We encourage our employees and strategic partners to adopt world-class standards, strengthening our position as a transparent organization recognized through international certifications.

We fully respect our employees' rights to freedom of association and collective bargaining, in accordance with the requirements of the WRAP certification. (GRI 2-30) While we currently do not have labor unions within the organization, we have established committees that facilitate open dialogue, address workplace concerns, and safeguard employee rights.

We maintain a Child Labor Remediation Policy that establishes clear guidelines for preventing, identifying, and addressing any potential cases of child labor. We strictly comply with national legislation and do not employ child labor under any circumstances. During 2025, no risks related to child labor were identified within our operations or supply chain. In addition, we require suppliers to maintain certifications such as BASC and WRAP, which support compliance with human rights standards. (GRI 408-1).

Likewise, we categorically reject all forms of forced or compulsory labor. Our Internal Work Regulations govern employment relationships based on voluntary employment and fair working conditions, in accordance with ILO Conventions No. 29 and No. 105. Compliance is further reinforced through the WRAP certification, and we require our business partners to uphold the same standards (GRI 409-1). Through these actions, we continue to strengthen an ethical and safe work environment aligned with internationally recognized human rights principles.

Certifications Supporting Our Commitment to Human Rights

<p>We are certified under the Worldwide Responsible Accredited Production (WRAP) standard, complying with its 12 core principles. This certification ensures that our manufacturing processes are carried out in an ethical and responsible manner, guaranteeing fair labor conditions, legal compliance, workplace safety, and respect for human rights throughout every stage of our operations.</p>	<p>Since 2023, we have maintained Fair Trade USA Factory Certification, a recognition that reflects our commitment to social equity, employee well-being, and the sustainable development of local communities. This certification validates our responsible practices throughout the supply chain, promoting fair working conditions and contributing to a positive impact on the communities where we operate.</p>	<p>In 2025, we continued implementing Version 7 of the Global Organic Textile Standard (GOTS), a globally recognized benchmark that ensures our business practices align with the highest ethical and environmental standards. This certification requires us to prevent any action that may cause, contribute to, or support human rights abuses within our operations and supply chain, reinforcing our commitment to responsible and sustainable business practices.</p>



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Goals and Objectives

Comply with the human rights standards, regulations, and certifications adopted by the organization.

Monitor key social indicators through the Sustainability Committee.

Increase the percentage of positions held by people with disabilities.

Reduce the prevalence of anemia among employees participating in the TDV Without Anemia Program.

Reducir la prevalencia de anemia en el personal participante del programa TDV sin anemia.

Future Projects

We will continue strengthening our human rights due diligence system, integrating tools that enable earlier identification and management of risks within our operations and supply chain.

We also plan to reinforce internal programs related to well-being, inclusion, and occupational health, aligning their monitoring with measurable indicators overseen by the Sustainability Committee.



Our ongoing learning journey in human rights management has reinforced the importance of ensuring consistency between policies, practices, and organizational culture. For this reason, we will continue strengthening our monitoring mechanisms, training initiatives, and continuous improvement processes to ensure that our commitment translates into tangible and sustainable results over time.



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8.1

About This Report



At TDV, we reaffirm our commitment to **transparency** and **sustainability** through the publication of our 2025 Sustainability Report, in which we provide our stakeholders with information regarding our **environmental, social, and governance (ESG)** performance. This report presents the main milestones, results, and lessons learned during the period from January 1 to December 31, 2025. (GRI 2-2)

This report has been prepared in accordance with the **Global Reporting Initiative (GRI) Standards 2021** and the criteria of the **Sustainability Accounting Standards Board (SASB)**, considering the sector-specific guidance for the Apparel, Accessories, and Footwear Industry. In addition, we have incorporated the **United Nations Sustainable Development Goals (SDGs)**, aligning our management approach with the most pressing global environmental and social challenges.

The information presented in this report has not been restated nor externally assured by an independent auditor. However, it has been reviewed and approved by TDV's General Management to ensure its accuracy, relevance, and reliability. (GRI 2-3) (GRI 2-4) (GRI 2-5)



For inquiries regarding this report, please contact:

sustainability@textildelvalle.pe



For more information, visit:

<https://www.textildelvalle.pe/>



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8.2

ESG Performance Tables

8.2.1. Economic performance tables

Direct Economic Value Generated and Distributed 2025 (GRI 201-1)

Variables	(USD thousands)
Direct Economic Value Generated (EVG)	88,685.00
Total revenues	88,685.00
Economic Value Distributed (EVD)	88,289.00
Operating costs	52,826.00
Employee wages and benefits	31,687.00
Payments to governments (taxes and penalties)	3,581.00
Payments to providers of capital (dividends and interest on debt and loans)	-
Community investments	195.00
Economic Value Retained (EVR)	396.00

8.2.2. Environmental performance tables

Energy Consumption Within the Organization (GRI 302-1)

Energy Consumption by Type	Unit	2023		2024		2025	
		Lima	Chincha	Lima	Chincha	Lima	Chincha
Total fuel consumption from non-renewable sources	kW h	297,405.00	32,441,742.51	161,987.00	35,166,816.00	119,735.94	38,716,167.77
LPG	kW h		41,962.00	2,199.00	39,105.00	396.00	40,518.00
Gasoline	kW h	98,151.00	-	12,693.00	-	5,870.94	-
Diesel	kW h	132,618.00	202,794.00	62,228.00	100,737.00	14,142.00	257,204.74
Natural gas	kW h	66,636.00	32,196,986.51	84,867.00	35,026,974.00	99,327.00	38,418,445.03
Total fuel consumption from renewable sources	kW h	-	9,925,036	-	9,963,564	-	10,443,412.00
ATRIA Supply 1 (electricity)	kW h	-	3,495,707	-	4,219,613	-	4,214,691.00
ATRIA Supply 2 (electricity)	kW h	-	6,004,060	-	5,440,602	-	5,952,788.00
ATRIA Supply 3 (electricity – solar panels)	kW h	-	425,269.00	-	303,349.00	-	275,933.00
Total purchased energy consumption	kW h	691,284.00	-	650,686.00	-	562,003.00	-
Grid electricity purchased (ENEL)	kW h	691,284.00	-	650,686.00	-	562,003.00	-
Total heating consumption	kW h	-	-	-	-	-	-
Total cooling consumption	kW h	-	-	-	-	-	-
Total steam consumption	kW h	-	-	-	-	-	-
Total energy sold	kW h	-	-	-	-	-	-
Total energy consumption within the organization	kW h	988,689.00	42,366,778.51	897,537.00	45,130,380.00	681,738.94	49,159,579.77

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Total GHG Emissions (tCO₂e) (GRI 305-1) (GRI 305-2) (GRI 305-3) (GRI 305-5)

Emissions by Scope	2023			2024			2025		
	Chincha Facility	Lima Facility	Surco Office	Chincha Facility	Lima Facility	Surco Office	Chincha Facility	Lima Facility	Surco Office
Scope 1 emissions (tCO ₂ e)	6,216	32	46	6,869	55	49	7,188.92	39.95	46.47
Scope 2 emissions (tCO ₂ e)	1,612	131	13	1,650	111	9	1,765.50	97.59	8.65
Scope 3 emissions (tCO ₂ e)	13,415	402	199	15,208	490	184	14,242.24	797.15	181.07
Total Scope 1, 2 and 3 emissions (tCO₂e)	21,243	565	258	23,727	656	242	23,196.66	934.68	236.20
Compensated Emissions	22,065			24,625			24,367.55		
Net Emissions	0			0			0		

Water Withdrawal (GRI 303-3)

Water Withdrawal (Chincha Facility)	Unit of Measure	2023	2024	2025
Water Withdrawal (Chincha Facility)				
Surface Water (total)				
Fresh water (total dissolved solids ≤ 1,000 mg/L)	thousand m ³	10.266	10.70	11.57
Other water (total dissolved solids > 1,000 mg/L)	thousand m ³			
Groundwater (total)				
Fresh water (total dissolved solids ≤ 1,000 mg/L)	thousand m ³	389.042	441.33	398.65
Other water (total dissolved solids > 1,000 mg/L)	thousand m ³			
Seawater (total)				
Fresh water (total dissolved solids ≤ 1,000 mg/L)	thousand m ³	0	0	0
Other water (total dissolved solids > 1,000 mg/L)	thousand m ³			
Produced Water (total)				
Fresh water (total dissolved solids ≤ 1,000 mg/L)	thousand m ³	0	0	0
Other water (total dissolved solids > 1,000 mg/L)	thousand m ³			
Total Third-Party Water Withdrawal by Source				
Surface water	thousand m ³			
Groundwater	thousand m ³			
Seawater	thousand m ³			
Produced water	thousand m ³			
Total Water Withdrawal (total surface water + total groundwater + total seawater + total produced water + total third-party water)	thousand m³	399.30	452.03	410.22

Indicator calculated in accordance with GRI 401-1: (New hires during the period / total workforce at the end of the period) × 100.



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Water Consumption at TDV (GRI 303-5)

Water Consumption	Unit of Measure	2023		2024		2025	
		Chincha Facility	Lima Facility	Chincha Facility	Lima Facility	Chincha Facility	Lima Facility
Total water consumption	thousand m ³	49.98	0.74	77.32	0.82	81.63	1.16
Changes in water storage have not been identified as having a significant water-related impact.	-	-	-	-	-	-	-

Waste Generated at TDV (GRI 306-3)

Waste Type	Waste Category	Waste Generated in 2025	
		Chincha Facility Total Generated (Metric Tons)	Lima Facility Total Generated (Metric Tons)
Non-Hazardous	WWTP sludge – solids	317.23	-
	WWTP sludge – liquid	-	-
	Textile waste (scrap)	993.88	-
	Non-recoverable waste	35.25	15.89
	Paper	152.47	1.65
	Cardboard	100.26	1.37
	Plastics	21.25	2.76
	Scrap metal	83.40	1.16
	PET bags	-	-
Total Non-Hazardous Waste		1,703.74	22.83
Hazardous	Hazardous waste (obsolete lighting equipment, WEEE, solid hazardous materials, contaminated containers, batteries, among others)	50.14	4.60
Total Hazardous Waste		50.14	4.60
TOTAL WASTE GENERATED		1781.31	

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Waste Diverted from Disposal (GRI 306-4)

Waste Diverted from Disposal (Commercial Waste)	2024		2025	
	Chincha Facility Waste Generated (t)	Lima Facility Waste Generated (t)	Chincha Facility Waste Generated (t)	Lima Facility Waste Generated (t)
Paper	138,33	2,23	152.47	1.65
Cardboard	86,26	1,31	100.26	1.37
Plastics	11,36	2,58	21.25	2.76
Scrap Metal	10,27	0,09	83.40	1.16
PET Bags	-	-	-	-
Textile Waste and Scrap	893,40	0,00	993.88	-
Total	1,145.90		1,358.20	

Waste Directed to Disposal (GRI 306-5)

Disposal Method	2024		2025	
	Chincha Facility		Lima Facility	
	Hazardous Waste (t)	Non-Hazardous Waste (t)	Hazardous Waste (t)	Non-Hazardous Waste (t)
WWTP sludge – solids	-	317.23	-	-
WWTP sludge – liquid	-	-	-	-
Non-recoverable waste	-	35.25	-	15.89
Textile waste (scrap)	-	-	-	-
Hazardous waste (obsolete lighting equipment, WEEE, solid hazardous materials, contaminated containers, batteries, among others)	50.14	-	4.6	-
Subtotal	402,62		20,49	
TOTAL	423.11			

8.2.3 Social Performance Tables

Employees by Employment Contract Type and Working Schedule (GRI 2-7)

Job Category	Contract Type		Working Schedule	
	Permanent Contract		Full-Time	
	Men	Women	Men	Women
Senior Management	12	2	12	2
Managers	22	10	22	10
Coordinators / Analysts / Assistants	50	100	50	100
Production	950	1450	950	1450
Supervisors / Mechanics / Auditors	250	154	250	154
TOTAL	1,284	1,716	1,284	1,716

Distribution of Full-Time Employees by Job Level and Gender (GRI 2-7) (DEGS 4.2.2)

Job Level	Men	Women	Male Representation	Female Representation
Senior Management	12	2	86 %	14 %
Managers	22	10	69 %	31 %
Coordinators / Analysts / Assistants	50	100	33 %	67 %
Production Employees (Operators)	950	1450	40 %	60 %
Supervisors / Mechanics / Auditors	250	154	62 %	38 %
Total	1,284	1,716	43%	57%

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New hires by age, gender, and region (GRI 401-1)

New Hires by Age, Gender, and Region	2025							
	Number				Rate (%)			
	Men		Women		Men		Women	
	Lima	Ica (Chincha)	Lima	Ica (Chincha)	Lima	Ica (Chincha)	Lima	Ica (Chincha)
Under 30 years old	61	480	117	476	16	29	31	29
31–40 years old	16	137	67	217	4	8	18	13
41–50 years old	26	107	55	158	7	6	14	10
51–60 years old	8	25	28	39	2	1	7	2
Over 61 years old	0	6	2	0	0	0	1	0

Employee turnover by age, gender, and region (GRI 401-1)

Employee Turnover by Age, Gender, and Region	2025							
	Number				Rate (%)			
	Men		Women		Men		Women	
	Lima	Ica (Chincha)	Lima	Ica (Chincha)	Lima	Ica (Chincha)	Lima	Ica (Chincha)
Under 30 years old	39	264	85	295	10	17	22	19
31–40 years old	19	171	69	217	5	11	17	14
41–50 years old	31	186	85	233	8	12	21	14
51–60 years old	19	93	35	78	5	6	9	5
Over 61 years old	4	16	8	16	1	1	2	1

Occupational injuries among TDV employees (GRI 403-9)

Employees	Unit of Measure	2023	2024	2025
Number of work-related fatalities resulting from occupational injuries	#	0	0	0
Rate of work-related fatalities resulting from occupational injuries	Rate	0	0	0
Number of recordable work-related injuries with high-consequence outcomes (excluding fatalities)	#	0	0	0
Rate of recordable work-related injuries with high-consequence outcomes (excluding fatalities)	Rate	0	0	0
Number of recordable work-related injuries	#	8	11	12
Recordable work-related injury rate	Rate	1.23	1.81	1.63
Lost Time Injury Frequency Rate (LTIFR)	Rate	0.123	1.81	1.63
Hours worked	#	6,493,448	6,084,308	7,347,617

Work-Related Injuries of TDV Contractors (GRI 403-9)

Contractors	Unit of Measure	2023	2024	2025
Number of work-related fatalities resulting from occupational injuries	#	0	0	0
Rate of work-related fatalities resulting from occupational injuries	Rate	0	0	0
Number of recordable work-related injuries with high-consequence outcomes (excluding fatalities)	#	0	0	0
Rate of recordable work-related injuries with high-consequence outcomes (excluding fatalities)	Rate	0	0	0
Number of recordable work-related injuries	#	0	0	0
Recordable work-related injury rate	Rate	0	31.73	0
Lost Time Injury Frequency Rate (LTIFR)	Rate	0	31.73	0
Hours worked	#	115,200	126,048	191,520



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8.3

Table of GRI content

Statement of use	Textil del Valle S.A. BIC has reported the information listed in this GRI Content Index for the period from January 1 to December 31, 2025, in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
General Disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	Chapter 1: Textil del Valle: Identity, Purpose, and Sustainable Value Creation	7,170	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	Chapter 1: Textil del Valle: Identity, Purpose, and Sustainable Value Creation	148,170	-	-	-	Textil del Valle S.A. BIC
	2-3 Reporting period, frequency and contact point	Chapter 8: About this reporte	148,170	-	-	-	January 1, 2025, through December 31, 2025
	2-4 Restatements of information	Chapter 8: About this reporte	148	-	-	-	-
	2-5 External assurance	Chapter 8: About this reporte	148	-	-	-	No external audit was conducted for this report.
	2-6 Activities, value chain and other business relationships	Chapter 1: Textil del Valle: Identity, Purpose, and Sustainable Value Creation	10	-	-	-	-
	2-7 Employees	Chapter 6: People at the Center: Development, Well-being, and Safety	106,152	-	-	-	-
	2-8 Workers who are not employees	Chapter 6: People at the Center: Development, Well-being, and Safety	106	-	-	-	-
	2-9 Governance structure and composition	Chapter 3: Responsible Governance for Sustainable Growth	37	-	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
General Disclosures							
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Chapter 3: Responsible Governance for Sustainable Growth	37	-	-	-	-
	2-11 Chair of the highest governance body	Chapter 3: Responsible Governance for Sustainable Growth	37	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 3: Responsible Governance for Sustainable Growth	38	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	Chapter 3: Responsible Governance for Sustainable Growth	38	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	Chapter 3: Responsible Governance for Sustainable Growth	41	-	-	-	-
	2-15 Conflicts of interest	Chapter 3: Responsible Governance for Sustainable Growth	41	-	-	-	-
	2-16 Communication of critical concerns	Chapter 3: Responsible Governance for Sustainable Growth	40, 48	-	-	-	-
	2-17 Collective knowledge of the highest	Chapter 3: Responsible Governance for Sustainable Growth	37	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	Chapter 3: Responsible Governance for Sustainable Growth	37	-	-	-	-
	2-19 Remuneration policies	Chapter 3: Responsible Governance for Sustainable Growth	42	-	-	-	-
	2-20 Process to determine remuneration	Chapter 3: Responsible Governance for Sustainable Growth	42	-	-	-	-
	2-21 Annual total compensation ratio	-	-	-	2-21	Confidentiality Restrictions	This is sensitive information for the market competitiveness of our industry. The application of standards is ensured to estimate competitive compensation.

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
General Disclosures							
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Chapter 2: Sustainability Strategy	4	-	-	-	-
	2-23 Policy commitments	Chapter 2: Sustainability Strategy	22, 37	-	-	-	-
	Embedding policy commitments	Chapter 3: Responsible Governance for Sustainable Growth	36	-	-	-	-
	2-24 Embedding policy commitments	Chapter 3: Responsible Governance for Sustainable Growth	53	-	-	-	-
	2-25 Processes to remediate negative impacts	Chapter 3: Responsible Governance for Sustainable Growth	47	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 3: Responsible Governance for Sustainable Growth	42	-	-	-	-
	2-27 Compliance with laws and regulations	Chapter 3: Responsible Governance for Sustainable Growth Chapter 5: Promoting a Sustainable Industry to Protect the Planet	80	-	-	-	-
	2-28 Membership associations	Chapter 1: Textil del Valle: Identity, Purpose, and Sustainable Value Creation	15	-	-	-	-
2-29 Approach to stakeholder engagement	Chapter 7: Strengthening Relationships with Our Communities and Stakeholders	129	-	-	-	-	
2-30 Collective bargaining agreements	Chapter 7: Strengthening Relationships with Our Communities and Stakeholders	145	-	-	Not applicable.	There is no employee union.	
Material topics							
GRI 3: Material Topics 2021	3-1: Process for determining material topics	Chapter 2: Sustainability Strategy	32	-	-	-	-
	3-2 Lista de temas materiales		34	-	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Corporate Governance and Business Sustainability							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 2: Sustainability Strategy	41		-	-	-
GRI 207: Tax 2019	GRI 207-1: Approach to tax		41	-	-	-	
	GRI 207-2: Tax governance, control, and risk management		41	-	-	-	
GRI 415: Public Policy 2016	GRI 415-1: Political contributions		41	-	-	-	
Economic Performance and Sustainable Financing							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3: Responsible Governance for Sustainable Growth	56		-	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		56, 149	-	-	-	
	201-2 Financial implications and other risks and opportunities arising from climate change		56	-	-	-	
	GRI 201-4: Financial assistance received from government		-	-	-	-	
GRI 203: Indirect economic impacts 2016	203-1 Investments in infrastructure and supported services	138	-	-	-		
Ethics, Transparency, and Regulatory Compliance							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3: Responsible Governance for Sustainable Growth	44		-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		44	-	-	-	

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Ethics, Transparency, and Regulatory Compliance							
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Chapter 3: Responsible Governance for Sustainable Growth	50	-	-	-	-
	205-3 Confirmed incidents of corruption and actions taken		44	-	-	-	-
GRI 206: Anti-competitive Behavior 2016	GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		41	-	-	-	-
Integrated Risk Management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3: Responsible Governance for Sustainable Growth	51	2, 3, 12, 16	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Integrated Risk Management		51	2	-	-	-
Responsible Supply Chain Management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3: Responsible Governance for Sustainable Growth	59	-	-	-	-
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers		59	8, 9	-	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		59	-	-	-	-
	308-2: Negative environmental impacts in the supply chain and actions taken		59	-	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Responsible Supply Chain Management							
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter 3: Responsible Governance for Sustainable Growth	59	-	-	-	-
	414-2: Negative social impacts in the supply chain and actions taken		59	5, 8, 16	-	-	-
Innovation and Development of Sustainable Products							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Operations and Products: Innovation, Quality, and Efficiency	66	-	-	-	-
This material topic does not have a specific GRI Standard associated	No GRI Innovation and Development of Sustainable Products		66	-	-	-	-
Quality Management and Certifications							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Operations and Products: Innovation, Quality, and Efficiency	63	-	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Quality Management and Certifications		63	-	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Client satisfaction		77	-	-	-	-
Water and Effluent Management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	87	-	-	-	-
GRI 303 Agua y efluentes 2018	303-1 Interactions with water as a shared resource		87	6, 12	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Water and Effluent Management							
GRI 303 Agua y efluentes 2018	303-2 Management of water discharge-related impacts	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	90	6	-	-	-
	303-3 Water withdrawal		87	6	-	-	-
	303-4 Water discharge		90	6	-	-	-
	303-5 Water consumption		91	6	-	-	-
Climate Strategy and Emissions Management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	84	-	-	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization		149	-	-	-	-
	302-4 Reduction in energy consumption		149	7, 8, 12, 13	-	-	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		86, 150	3, 12, 13, 14, 15	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions		86, 150	3, 12, 13, 14, 15	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions		86, 150	3, 12, 13, 14, 15	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Waste Management and Circular Economy							
GRI 3: Material Topics 2021	3-3 Management of material topics		97	-	-	-	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	100	3, 6, 11, 12	-	-	-
	306-2 Management of significant waste-related impacts		100	3, 6, 8, 11, 12	-	-	-
	306-3 Waste generated		100, 151	3, 6, 11, 12, 15	-	-	-
	306-4 Waste diverted from disposal		100	3, 11, 12	-	-	-
	306-5 Waste directed to disposal		100	-	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Circular Economy		97	-	-	-	-
Hazardous Chemicals Management							
GRI 3: Material Topics 2021	3-3 Management of material topics		93	-	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Hazardous Chemicals Management	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	93	6, 15	-	-	-
Use of Sustainable Raw Materials							
GRI 3: Material Topics 2021	3-3 Management of material topics		71	-	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Use of Sustainable Raw Materials	Chapter 4: Operations and Products: Innovation, Quality, and Efficiency	71	6, 15	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Commitment to Occupational Health and Safety							
GRI 3: Material Topics 2021	3-3 Management of material topics		123	-	-	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 6: People at the Center: Development, Well-being, and Safety	123	3, 8, 16	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation		123	8	-	-	-
	403-3 occupational health services		126	8	-	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety		124	8, 16	-	-	-
	403-5 Worker training on occupational health and safety		126	8	-	-	-
	403-6 Promotion of worker health		126	3	-	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		-	8	-	-	-
	403-8 Workers covered by an occupational health and safety management system		123	8	-	-	-
	403-9 Work-related injuries		127	3, 8, 16	-	-	-
	403-10 Work-related ill health		127	3, 8, 16	-	-	-
Human Capital Development and Employability							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 6: People at the Center: Development, Well-being, and Safety	105	-	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Human Capital Development and Employability							
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Chapter 6: People at the Center: Development, Well-being, and Safety	108, 150, 153	5, 8, 10	-	-	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		110	3, 5, 8	-	-	-
	401-3 Parental leave		111	5, 8	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		113	-	-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs		115	8	-	-	-
	404-3 Percentage of employees receiving regular performance and career development reviews		118	5, 8, 10	-	-	-
This material topic does not have a specific GRI Standard associated	NO GRI Assessment of the Work Environment and Culture		120	-	-	-	-
Compliance with Human Rights Principles							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 7: Strengthening Relationships with Our Communities and Stakeholders	145	-	-	-	-
GRI 406: Non-discrimination 2016	GRI 406-1: Incidents of discrimination and corrective actions taken		49	-	-	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		146	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		146	-	-	-	-

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GRI Standard	Disclosure	Chapter	Page	SDG	Omission		
					Omitted requirement	Reason	Explanation
Promotion of Community Development and Engagement							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 7: Strengthening Relationships with Our Communities and Stakeholders	132	-	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		132	-	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities		132	1, 2	-	-	-

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The Sustainability Accounting Standards Board (SASB) disclosure standards identify sustainability-related risks and opportunities that may impact financial statements. These standards provide sector-specific guidance on material topics that must be disclosed, offering useful information for decision-making by various stakeholders. In the case of Textil del Valle S.A. BIC, the SASB guidelines applicable to our operations correspond to the Consumer Goods – Apparel, Accessories, and Footwear sector, in accordance with the Sustainable Industry Classification System® (SICS®), under the supervision of the International Sustainability Standards Board (ISSB), code CG-AA. The following index presents environmental, social, and governance (ESG) information for the 2025 calendar year, in accordance with version 2023-12 of the SASB standards.

Topic	SASB Code	Description	Chapter	Page	Answer
Chemical Management in Products	CG-AA-250a.1	Analysis of processes to ensure continued compliance with regulations on restricted substances.	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	94	At TDV, we manage chemicals with a focus on control, traceability, and regulatory compliance. To do so, we use BHive, a specialized tool that allows us to verify in real time the certifications of the chemicals used in processes such as dyeing, printing, and laundry, ensuring their compliance with applicable restricted substance lists and with the requirements defined by our customers. This management process is based on three key components: laboratory-based evaluation and validation of raw materials and finished products, compliance with restricted substance lists, and rigorous management of raw materials in coordination with our suppliers.
	CG-AA-250a.2	Discussion of the processes for assessing and managing the risks or hazards associated with chemicals present in products.	Chapter 5: Promoting a Sustainable Industry to Protect the Planet	93	We monitor chemical substances from pre-production through to the finished product, ensuring compliance with regulatory requirements and the standards demanded by our customers. To this end, we conduct RSL testing on textiles, prints, and trims at third-party laboratories, in accordance with standards such as Bluesign or AFIRM RSL, and validate the finished product through tests standardized by AATCC, ASTM, and ISO. This process is supported by our Purchasing Policy, the Hive Procedure, and the Environmental and Chemical Policy, which establish criteria for the procurement and control of chemicals. Currently, we work with raw materials certified under standards such as REACH, Bluesign, OEKO-TEX, and ZDHC MRSL, promoting a preventive and responsible approach aligned with continuous improvement.
Environmental Impacts in the Supply Chain	CG-AA-430a.1	Percentage of (1) Level 1 supplier facilities and (2) supplier facilities above Level 1 that comply with wastewater discharge permits or contractual agreements.	-	-	We operate under a vertically integrated manufacturing model that comprehensively covers the entire textile process, from the selection of raw materials to the production of finished garments. Our supply chain relies on a small group of strategic suppliers, which allows us to strengthen process control and ensure consistent quality standards. Additionally, 100% of our facilities are assessed for compliance with wastewater regulations as part of our commitment to responsible water management. For effluent discharge, we apply standards aligned with the World Bank's Environmental, Health, and Safety Guidelines (2007) and the provisions of Supreme Decree No. 004-2017-MINAM. In addition, we conduct ongoing monitoring to verify that the quality of our effluents meets the parameters required by current regulations.
	CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities above Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.	-	-	-

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Topic	SASB Code	Description	Chapter	Page	Answer
Working Conditions in the Supply Chain	CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities above Tier 1 that have been audited in accordance with a labor code of conduct, (3) percentage of total audits conducted by an external auditor.	Chapter 3: Responsible Governance for Sustainable Growth	52	At this time, we do not have this information, as we do not conduct specific audits of our suppliers regarding labor practices. However, in accordance with our Supplier Code of Conduct and Ethics, we encourage all companies we work with to adhere to high standards of integrity, ethical behavior, and respect for labor rights.
	CG-AA-430b.2	(1) Priority non-compliance rate and (2) associated corrective action rate for supplier labor code of conduct audits.	Chapter 3: Responsible Governance for Sustainable Growth	52	At this time, we do not have this information, as we do not conduct specific audits of our suppliers regarding labor practices. Notwithstanding this, our Code of Conduct and Ethics for Suppliers establishes principles that promote high standards of integrity, ethical behavior, and respect for labor rights in our business relationships.
	CG-AA-430b.3	Description of the major (1) occupational and (2) environmental, health, and safety risks in the supply chain.	Chapter 6: People at the Center: Development, Well-being, and Safety.	127	We do not currently conduct a comprehensive risk assessment across the entire supply chain; this analysis is carried out only at each stage of our direct operations. Our activities in the textile sector include the processes of weaving, garment manufacturing, dyeing, and finishing of fibers, each of which involves inherent risks that can lead to workplace injuries or accidents. Among the most common risks are the handling of sharp objects, the use of manual hydraulic pallet jacks, and exposure to chemicals.
Procurement of Raw Materials	CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) that are likely to threaten supply, (3) analysis of the risks or business opportunities associated with the environmental or social factors, and (4) management strategy to address the risks and business opportunities.	Chapter 4: Operations and Products: Innovation, Quality, and Efficiency	73	At TDV, we have identified our key raw materials and analyzed the main environmental and social risks that could affect their availability. For more details, please refer to subsection 4.4: "Sustainable Raw Materials."
	CG-AA-440a.4	(1) Quantity of priority raw materials purchased, by material, and (2) quantity of each priority raw material that is certified under a third-party environmental or social standard, by standard.	Chapter 4: Operations and Products: Innovation, Quality, and Efficiency	74	In 2025, our products were made primarily from organic and regenerative cotton, recycled cotton, and recycled polyester. These raw materials are certified under standards such as the Global Recycled Standard (GRS) and the Global Organic Textile Standard (GOTS). For more details, please refer to Subsection 4.4, "Sustainable Raw Materials," in Chapter 4.
Activity Metrics	CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	-	-	a) Tier 1 suppliers are defined as suppliers that conduct transactions directly with the entity, such as manufacturers of finished products and cutting and sewing facilities: 820. b) Suppliers at levels below Level 1 are essential suppliers to the entity's Level 1 suppliers and may include manufacturers, processing plants, and raw material extraction suppliers—for example, mills, dyeing and washing facilities, manufacturers of miscellaneous goods, tanneries, embroiderers, screen printers, farms, or slaughterhouses: 0

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